

The Journal of **ELECTRICAL WORKERS** AND OPERATORS

RECORDING · THE · ELECTRICAL · ERA

VOL. XXXIII

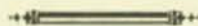
WASHINGTON, D. C., MARCH, 1934

NO. 3



COMPANY UNION HOAX · CCC-UNION
ACHIEVEMENT · PLANNING UNDER NRA

A GOOD MOTTO



Financial Independence Week will be celebrated March 19-24.

The motto for Financial Independence Week is

"FINANCIAL INDEPENDENCE THROUGH LIFE INSURANCE"

This covers not only the taking out of additional life insurance whenever it is financially possible to pay the premiums, but also covers the other important phase of conserving life insurance already in force to its full value. Loans on policies are only temporary relief, and constitute a lowering of the full amount of protection. Surrendering of policies or lapsing them by non-payment of premiums may deprive your loved ones of financial protection which you may find it impossible to replace; and in many instances this deprivation of your loved ones of the protection which you should give them might result in great hardship.

The basis of Financial Independence Week for 1934 is that

**LIFE INSURANCE
IS THE CORNERSTONE OF MAN'S FINANCIAL STRUCTURE**

Union Cooperative writes all the usual forms of life insurance, Endowment Policies, Old Age Income, Annuities, and Group Life Insurance. Any good insurance risk, from the youngest child to mature persons, may obtain protection in this company.

May we help you to lay the cornerstone of your financial structure by obtaining life insurance in this company?



UNION COOPERATIVE INSURANCE ASSOCIATION

1200 15th St., N. W.

Washington, D. C.

OFFICIAL ORGAN OF THE INTERNATIONAL ELECTRICAL WORKERS AND OPERATORS

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G. M. BUGNIAZET, *Editor*, 1200 15th Street N. W., Washington, D. C.

This Journal will not be held responsible for views expressed by correspondents.

The first of each month is the closing date; all copy must be in our hands on or before.

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Magazine Chat

Interest in our bare neutral article of February continues to grow. Many persons in allied fields of the industry have sent in lists of persons with requests that marked copies of the article "Let's Go Deep Into Bare Neutral Business" be sent to them.

Irwin Moore, a member of Local Union No. 470, feels very keenly that NRA is not doing all it should for wage earners. He believes that if wage earners wrote to their Senators and Representatives in Washington demanding three simple acts that reconstruction and recovery will be accomplished in one stroke. These acts are: 1. Back up money with at least 50 per cent silver. 2. A 30-hour week and six-hour day. 3. A basic minimum wage of not less than \$25 a week.

It is reported in Illinois that E. N. Nockels, a member of this organization and manager of WCFL, is to seek the Democratic nomination in the 10th Illinois district. This gives us the occasion to say again that wage earners should show more than usual interest in all primary and general elections this year. We hope that workers will have candidates and will keep this office informed as to what candidates they are endorsing.

Neither weather or floods or halted mails nor any other untoward circumstances have kept our correspondents from getting letters to the Journal this month.

The Journal is being increasingly used for organization purposes. Calls for bundle orders have come from every part of the continent.

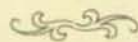
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Photo by U. S. Forest Service

Where Men Go, There Goes Electricity. A Telephone Outpost on a CCC Reservation.





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WASHINGTON, D. C., MARCH, 1934

NO. 3

Company Union Issue Burns at White Heat

SINCE the day of the enactment of NIRA into law nine months ago, there has been but one real controversial issue. What is a union? It would appear that this is an axiomatic question which needs no definition. But embattled employers through their anti-union organizations declare that a union is any organization of employees, whether shepherded by company officials or not. Collective bargaining, key phrase of famous Section 7, NIRA, may refer to company unions, say these bourbon leaders. They are in Washington to prove it, if possible, pressing daily against the administration to win this or that point of law; and they are driving their employees, when and as they can, into over-night company organizations.

In November last the National Industrial Conference Board, an employer research organization, made a study of company union growth. It reports that about 223 groups had company unions prior to June, 1933, when NRA began to operate. Now about 400 additional company union plans have been floated from June to November—over a period of four months. This means that company unions have more than doubled their numerical strength. The National Industrial Conference Board estimated that company unions embraced about 365,000 workers in June, 1933, and about 1,164,000 in November, 1933. These figures, of course may be taken with a pinch of salt.

As a matter of fact company unions are instituted as paper organizations and remain such. In the electric utility field, for instance, mutual benefit associations have been operated for years to which both employers and employees have contributed. These semi-insurance agencies have now been taken over by public utilities and operated as company unions but their character has changed but little. They still remain half-baked so-called union organizations set up for one purpose and that is to conform to the technical requirements, as interpreted by the employers, of NRA.

Coercion the Essence

The whole question of NRA's attitude toward these bastard organizations depends not only upon the interpretation of the phrase, collective bargaining, but also on interpretation of the word coercion. It is the emphatic opinion of this JOURNAL that no company union can be instituted without coercion. This does

Employers, stalling for time, push own organizations in defiance of law. Strive to legalize promoted unions. Fear mass turn to American Federation of Labor.

not mean that plug-uglies, company detectives and other such apostles of barbarism in industry take pistols and demand the institution of the company union. It does mean, however, that the word will be passed around by the foreman that it is the view of the higher-ups in the industry "the general welfare of the plant or industry" would be advanced by the institution of a company union plan. Anyone who knows the psychology of the man on the job knows that this is coercion of the most forceful sort, because the worker wants to do what the boss wants him to do so he can retain his job. It is this kind of soft-speaking while carrying the big stick which the National Recovery Administration has refused to recognize as a violation of the law.

It is reported by press services that Administrator Hugh Johnson spoke before the recent conference of labor union heads of the American Federation of Labor. This question was raised there by labor unionists—namely, the rapid expansion of the company union idea. Administrator Johnson, though he had been entirely frank on every other question, evaded this with the retort, "I am not a labor leader, that is your problem." The point is, it is not the labor union's problem; it is the problem of NRA, because Section 7 of the NIRA explicitly states, "No employee and no one seeking employment shall be required as a condition of employment to join any company union." The company union issue could be met in five minutes by Administrator Johnson and the National Recovery Administration if it cared to, simply by the enforcement of the plain intent of this section of the NIRA.

Leather Company Performs

One of the interesting exhibits of this nationwide, far-flung conflict as between unionism and company unionism is that which has come to the attention of this JOURNAL as promulgated by the Fred Rueping Leather Company. This ap-

pears to be a typical case of the kind of strategy prepared by the National Manufacturers Association and allied interests in Washington. The employees of that leather company were circularized with a printed pamphlet showing a picture of President Roosevelt, a quotation from the proclamation of the President of August 5, 1933, a dialogue as between President Roosevelt and General Johnson, purporting to show their approval of the company union, and a lot of propaganda from the company angle attacking labor unions, labor leaders and the whole idea of unionism. It is apparent that the publication and circularization of the pamphlet alone by the company is an act of coercion. Here is a typical paragraph from this propaganda:

"For nearly 80 years our family has not been torn apart by agitators, scandal mongers or trouble makers. The National Association of Manufacturers assert that in the first three months of the NRA there were called 1,000 strikes; 6,500,000 working days were lost by workmen and over \$23,000,000 in pay envelopes lost to their families.

"There is no record that any agitator has ever given any worker a steady job or any family a full dinner pail.

"Good will—confidence—co-operation—recovery."

That this is agitation of the rankest sort is apparent on its face, only it happens to be on the company side. In expressing their dismay at strikes and in stressing the loss of money by strikes, the Fred Rueping Leather Company refuses to say anything about conditions that produce strikes or about the objectives of strikes, or about the gains in pay, curtailment of hours and improvements in working conditions achieved through strikes.

On December 7, 1933, on their letterhead the Fred Rueping Leather Company sent out a call addressed to the "loyal workers of the plant." This letter offers a reward of \$5 to any worker in the plant who would report the approach to any worker by any labor union organizer. This is coercion of the rankest type.

The group insurance bait is being offered freely again by companies, especially railroad companies, in order to herd employees into company unions and to keep them from joining real labor unions.

Even President Involved

So incandescent is the whole burning issue of company unions versus labor unions that even the President of the United States, Administrator Hugh Johnson, General Counsel Donald Richberg, Secretary of the Interior Ickes, and Senator Wagner, chairman of the National Labor Board, have been drawn into the controversy with varying results and fortunes. This episode in the eternal conflict of ideas, propaganda, and interests centered in the issuance of an executive order from the President of the United States, conferring new powers upon and defining old powers of the National Labor Board, it is believed was prompted by the action of the Weirton Steel Company in defying the National Labor Board, and in refusing to allow an election to be held on its premises permitting employees to decide whether they wanted the real labor union or the company brand. Thereby hangs a tale. The President issued his order and the publicity department of NRA released a news story in due order headed "Executive Order Strengthens Power of National Labor Board." In the body of this news story this statement was made: "The President's order is the direct result of the growing tendency on the part of industrial management to build up company unions in their plants. These unions are operated by employer's representatives chosen by the employer rather than by the employees themselves. Frequent charges when such company unions are not representative of the workers but are dominated by the management have been made. Typical among such cases are those of the Weirton Steel Company and the Budd Company, of Philadelphia. The White House order is sweepingly inclusive in its terms."

Anti-Unionists Get Busy

When this news story was released through the usual channels, Jim Emery, federal lobbyist of the National Manufacturers Association, and other paid agitators for company unions were furious and called upon Administrator Johnson at once. Johnson, it is said, was incensed and haled into his office the young newspaperman who wrote the story in good faith, who believed that he had properly interpreted the President's executive order. He came near to losing his job. Then Administrator Johnson and his right hand man, Donald R. Richberg, general counsel, did one of their apologetic stunts which have come so frequently of late. They issued a statement jointly giving their interpretation of the President's executive order and spanking publicly the press service of NRA. They spoke of the "erroneous press interpretation". The issue as between one interpretation and the other of the President's executive order turned around the question as to what is the truly representative group of employees in any given plant. The President of the United States said in his executive order:

"Whenever the National Labor Board shall have determined upon an investigation, or as the result of an election, that the majority of the employees of an employer, or the majority of any specific group of employees, have selected their representatives in accordance with the provisions of said Section 7 (a), and shall have certified the names of such representatives to their employer, and thereafter upon complaint or on its own motion, the board shall determine that such an employer has declined to recognize or to deal with said representatives, or is in any other way refusing to comply with the requirements of said Section 7 (a), the board shall report its determination promptly to the Administrator for Industrial Recovery for appropriate action."

Technicalities Built Up

This appears to be plain language but Administrator Johnson and Counsel Richberg, found technical egress from these plain instructions in the following:

"This selection of majority representatives does not restrict or qualify in any way the right of minority groups of employees or of individual employees to deal with their employer."

Again,

"Section 7 (a) affirms the right of employees to organize and bargain collectively through representatives of their own choosing; and such concerted activities can be lawfully carried on by either majority or minority groups, organizing and selecting such representatives in such manner as they see fit. Also, in affirming this right of collective action the law lays no limitation upon individual action."

This means, it appears, that nothing was settled by the President's executive order; that the battle line as between real labor unions and company unions was merely transferred from NRA to the company plant in question to be voted on as between the various groups of employees, those controlled by the company and those who had enough courage to elect a voluntary labor organization.

Senator Wagner was forced into the controversy apparently much to his distaste and with this simple explanation said: "The board heard all that argument last autumn and went right on sticking to its work and will continue to do so."

Elections Favor Unions

Incidentally, it was reported about that time that of the 39 elections in company plants held by the National Labor Board 75 per cent were won by real labor organizations and 25 per cent by company unions. This appears to be sufficient evidence that when coercion is removed as the law says it shall be, the workers are willing to join real labor unions.

Harold Ickes, Secretary of the Interior, who has won a reputation for adhesion to fair policy, entered the picture

soon after with a decision that shook the company unions to the soles of their feet.

So forthright was the decision of the Petroleum Labor Policy Board in a concrete case which involved the issue as between real unions and company unions that the New York Times declared that

"It is regarded as more than likely that this decision will be made the subject of a test which will eventually be carried to the Supreme Court, since, if it stands and is used as a precedent by the National Labor Board, the regional labor boards and the labor adjustment machinery provided under the codes and under the national and regional compliance boards, it will wipe out the whole structure of company unionism as completely as though such a system had never been erected."

The issue herein so described made between the Magnolia Petroleum Company of Fort Worth, Texas, and the Petroleum Labor Policy Board operating on order of Secretary Ickes on the oil industry under his control. It was charged that the company induced representatives of their employees to give up their right to collective bargaining under Section 7 of the Recovery Act and accept the company union. The company replied that it had secured a vote on this question by a mass "yes and no" vote. The Petroleum Labor Policy Board found that the company had used undue coercion in securing even this vote. It went on to show that the program of the meeting was arranged by the company at a dinner; that this gathering was addressed only by officials of the company, and that no speaker was invited to give any views opposed to the company's proposals and that the employees' representatives elected under the company's plans did not meet separately to consider or vote for any other plan of collective bargaining than that promoted by the company.

The elephantine maneuverings of the Steel Founders' Society of America, an open shop organization, to appear to give industrial democracy and obey the law are almost laughable. The following is taken from a circular addressed to all steel foundries in the United States by this society and describes this system of employer appointment of employee representatives:

"Each plant in the industry is required to nominate one employer representative and an alternate and to request the employees thereof to elect from their own number, one employee representative and an alternate. The names of the representatives so nominated and elected will be filed with Steel Founders' Society of America in New York, and will constitute a panel from which there will be selected such committees as may be required.

"All complaints, from whatever source, shall be referred immediately to Steel Founders' Society of America, 932 Graybar Building, 420 Lexington Ave., New York, N. Y.; attention of Col. Merrill G. Baber, executive vice president.



FRED RUEPING LEATHER CO.
TANNERS OF CURRIERS

FOND DU LAC, WIS., U.S.A.

To the Loyal Workers:

Dec. 7, 1933

The Organizer Wins - The Worker Loses

Did you ever realize that the organizer has nothing to lose by calling a strike? If you pay dues, he is that much ahead.

But the worker who listens to him and strikes, loses his pay and his job. The worker takes all the risks and all the loss. Our payroll is about Seven Hundred Thousand Dollars (\$700,000) per year - the organizer loses none of it.

Agitators - Menace

No Worker in America need be agitated, bothered or threatened by any one or at any time.

No person has a right to agitate, bother or threaten you, either in the place where you work, or in your home, or anywhere else.

We propose to protect the loyal workers in our tannery against agitators within the plant and against intimidators who call on them at home for such purpose, and we will eliminate from the plant any person who there bothers or interferes with fellow workers, or takes up their time with argument, solicitation, or threats, or who intimidates or threatens you at your homes, and you can help us make a good job of this, so that these

This letter is evidence of the sort of propaganda being carried on by employers in violation of NRA agreements and the President's executive order - to frighten workers out of real unions.

Ah, How Friendly!

"Upon receipt of such complaints, the executive vice president will communicate with the complainant and the company against whom the complaint has been made, suggesting a friendly conference in an endeavor to reach a mutually satisfactory adjustment. This is predicated upon the assumption that the complainant has not already consulted with the employer before filing his complaint. Each party to the complaint will be requested to report the results of the conference to the executive vice president. If both advise that an agreement has been reached, the matter will be considered as closed.

Judges Enter

"If either party reports that a satisfactory conclusion was not reached, the other will be notified accordingly. The executive vice president shall then refer to the panel of names described above and select a conciliation committee of an equal number of employer and employee representatives, appointing one of them to act as secretary. No employer or employee representatives of the company named in the complaint may serve on

the committee. The number to constitute the committee will be determined by the seriousness of the complaint. The secretary of the committee shall communicate immediately with a federal, circuit, or county judge in the vicinity (the choice being left to the discretion of the committee), requesting him to nominate a responsible citizen of the United States, not identified with the industry or financially or otherwise interested in the company against whom the complaint has been made, this neutral person to act as chairman of the committee, with equal voting powers with other members of the committee. The executive vice president shall forward all information, including the original complaint and all correspondence pertaining thereto, as well as a copy of the code of fair competition for the steel casting industry, to the secretary, and the committee will be charged with the responsibility of making an investigation and report of its findings, together with recommendations for a disposition of the complaint.

"The secretary, after consultation with the chairman, shall appoint a suitable time and place for a hearing, giving notice thereof to all members of the committee as well as the complainant and the

employer, both of whom shall be invited to appear personally to testify, or to file such statement as they may desire. At the conclusion of the hearing, the secretary shall file with the executive vice president a report of the findings of the committee, signed by all members of the committee, unless there be any who dissent, in which case the dissenting opinion should likewise be filed. The executive committee of the board of directors of Steel Founders' Society of America shall review the case, and after giving full consideration to the facts and the recommendations of the conciliation committee, shall issue a ruling, both parties to the complaint being then notified thereof. If either party to the complaint refuses to accept the ruling, then the case will be referred to the board of directors of Steel Founders' Society of America for decision, which decision shall be final, subject, however, to the right of any dissenting party to file an appeal with the Administrator of the National Recovery Administration in Washington, D. C."

We exaggerate misfortune and happiness alike. We are never either so wretched or so happy as we say we are.—Balzac.

Plain Coercion!

at work may do so with good will and in peace.

REWARD

Therefore, a reward of \$5.00 will be given to any worker in our plant who will report by letter mailed to the writer, any such conduct on the part of any person

(1) Give the names of the agitators who bother you while at work, or come to your home to frighten you.

(2) Give the date and a short statement of what was said or done by such agitator.

(3) Mail the letter to

Fred Rueping Leather Company
Fond du Lac, Wisconsin

Attention:
F. E. Platz

(YOUR LETTER WILL BE KEPT IN CONFIDENCE).

(4) You will receive a check by mail to your home for \$5.00 for the information.

Yours for Good Will - Loyalty - Co-operation and Recovery.

(This offer open to December 31, 1933.)

FRED E. PLATZ, Supt.
FRED RUEPING LEATHER CO.

CCC—Project in Human Engineering

THE assembling of 300,000 young men from the streets and byways of America; the providing of transportation for them; the erection of proper camps for their shelter; the clothing and feeding of them; the laying-out of work that is constructive and part of a great national plan; the providing of communication, recreation and discipline for this civil works army; the creation of proper relationships of these camps to the local community and to their families at home; this complex enterprise is a great task in coordination.

In March, 1933, 300,000 such men, many of them trained to some occupation or profession and all of them good examples of American manhood, were out of work, stranded, composing an irritable problem in citizenship. In April, the U. S. Government located the first emergency conservation camp at Luray, Va., and began rapidly to absorb this group of young men into this type of government service, until about 1,460 such camps were located at strategic points throughout the United States. The task was one in human engineering.

Fechner Heads Work

When President Roosevelt looked around for a man to head up this enterprise, he decided upon Robert Fechner who has had 25 years experience as a labor union official. As vice president of the International Association of Machinists, Fechner learned to know men and their behavior in groups through contact in local and national unions. He brought with him to his work a strong sense of human and social values. Mr. Fechner found that his job was largely one of coordination. It called for tact, mastery of detail, a wide understanding of men and of the operation of government departments, as well as a stubborn refusal to compromise when human and life values lay in the balance. Eight important government departments are involved in the operation of the Civilian Conservation Corps. These are:

- U. S. Department of Labor
- Veterans' Administration
- U. S. Department of Agriculture
- U. S. Department of the Interior
- U. S. Department of War
- Tennessee Valley Authority
- U. S. Department of the Navy
- U. S. Department of Commerce

It meant the utilization of engineering departments in the Department of War, of military reservations, of the Forestry Service, the Bureau of Biological Survey, of animal and plant life, of agricultural engineering, of chemistry and soils. The great Division of National Parks had to be brought into co-operation; the Bureau of Indian Affairs was utilized. Co-operation of territorial governments of Porto Rico, Alaska and Hawaii was necessary. It is because Mr. Fechner exercised good

Art of handling men learned in union field applied to great conservation corps. Not militarized. Millions spent each month. Business stimulated.

sense and the statesmanship that veteran labor leaders grow to use, that he was able to do this job of coordination with little friction, and launched this great conservation work in so short a time.

The magnitude of the emergency con-



ROBERT FECHNER
Head of the Civilian Conservation Corps. A
Union Official of Long Experience.

servation work is realized by scanning a few figures. From April to December, 1933, \$212,440,251 was expended under the direction of the director of this work. This is approximately 25 million dollars per month. About 110 million dollars of this went for services, funds which found their way almost immediately into the stream of purchasing power. It meant the purchasing of hundreds of thousands of garments, caps, shoes, and toilet articles for the use of these men. It meant the purchasing of tons of foodstuffs, and it was early decided that where possible all such foodstuffs were to be purchased in local communities so that the camp became a kind of stimulant to business in communities away from industrial centers. About 6,754 miles of telephone wire were erected. About 1,200 separate dwellings were built, so that this group experiment in social engineering not only served as salvage for human material, but as a real creator of better business. The work performed by these men has not been of the make-work

variety. They have not been pensioners on the state. They have been actual employees of the government doing a much needed work. A great deal of it, as is well-known, was in the nature of forest conservation, and here again it was necessary for the director of the project to exercise skill in coordination.

Huge Planting Project Effectuated

In 1933 60 million young trees were planted to become heritages of shade and timber for coming generations. It is expected, since the planting time was so far past before the camps could get under way, that 200 million trees will be set out in 1934. These trees must be gathered from United States nurseries, and the boys must be given a certain amount of training under skilled foresters to do this work.

Much good work was done and is being done in the protection of soil against erosion, in flood control, and in the protection of timber from serious diseases and blights.

There is plenty of evidence attesting to the sound healthy life that the 300,000 formerly unemployed are living under the aegis of Uncle Sam. They have comfortable shelters erected by themselves; in the warmer zones, tents. They are given wholesome food of such variety, quality and quantity that it is a matter of record that each man has gained an average of 12 pounds during his stay at camp. They have hours of recreation with some chance for study, swimming and games.

Meets Criticism Successfully

It is a fact that there has been no scandal or flare-up connected with this giant operation of the Civilian Conservation Corps. This does not mean that there have not been two episodes which have brought public criticism from certain quarters. The first was in connection with the purchase of personal kits for the use of the men. When the first camp was opened at Luray, a lot of kits already on hand at the War Department were sent to the men. When Mr. Fechner inspected these kits he found that the shaving cream and toothpaste therein were rancid and some of the toothbrushes were in a state of decrepitude. He objected at once and received no reply from the War Department. He then created his own specifications for a hygienic kit, received an O. K. from the White House on his order and placed an order for thousands of these kits from a private corporation. The price was \$1.40 per kit. It was then that the War Department fought back and charged that too much was being paid for these kits. A reporter for a Washington newspaper went out and undertook to assemble a kit of the same quality and found such a kit would cost \$3.50 as compared with the \$1.40 the government was paying. Fechner stood by his guns under fire and soon proved

he was not getting an inferior article at the price set. Subsequent orders for kits were made through the War Department but followed Fechner's specifications for kits.

A second crossfire of criticism came from those groups who felt that the War Department had too much to do with the CCC camps. The charge was that these young men were being militarized. It is true that the Quartermaster's Corps of the army has put its services at the call of Director Fechner. It is true that officers have charge of the camps. But no military discipline is observed. There is no saluting. There is no manual of arms. There is no drill and there is no enforced obedience to officers' suggestions. Fechner has said and continues to say, "This is a civil enterprise and will remain a civil enterprise as long as I am head of it." A simple oath of enrollment is required from the men, but this in no way resembles an oath of loyalty to the army or to the government such as is required from military service men. The oath is:

"I, _____, do solemnly swear (or affirm) that the information given above as to my status is correct. I agree to remain in the Civilian Conservation Corps for the period terminating at the discretion of the United States between March 31 and April 15, 1934, unless sooner released by proper authority, and that I will obey those in authority and observe all the rules and regulations thereof to the best of my ability and will accept such allowances as may be provided pursuant to law and regulations promulgated pursuant thereto. I understand and agree that any injury received or disease contracted by me while a member of the Civilian Conservation Corps cannot be made the basis of any claim against the Government, except such as I may be entitled to under the act of September 7, 1916 (39 Stat. 742) (an act to provide compensation for employees of the United



Photo by U. S. Forest Service

Much of the Constructive Work of CCC Has Been in Forest Conservation.

States suffering injuries while in the performance of their duties and for other purposes), and that I shall not be entitled to any allowances upon release from camp, except transportation in kind to the place at which I was accepted for enrollment. I understand further that any articles issued to me by the United States Government for use while a member of the Civilian Conservation Corps, are, and remain, property of the United States Government and that wilful destruction, loss, sale, or disposal of such property renders me financially responsible for the cost thereof and liable to trial in the civil courts. I understand further that any infraction of the rules or regulations of the Civilian Conservation Corps renders

me liable to expulsion therefrom. So help me God."

This great enterprise in coordination cannot be described in full, however, briefly, until one sees how it reaches back into the common life of a nation. The men are paid \$30 per month for their services and it is required that \$22 of this amount be returned to their families or dependents each month. As a matter of fact, Director Fechner knows that approximately \$25 each month has been sent by the boys to relatives back home. This means that a great sum of money each month has found its way into circulation and that nearly 1,000,000 people have been kept from humiliation and starvation by the Civilian Conservation Corps.

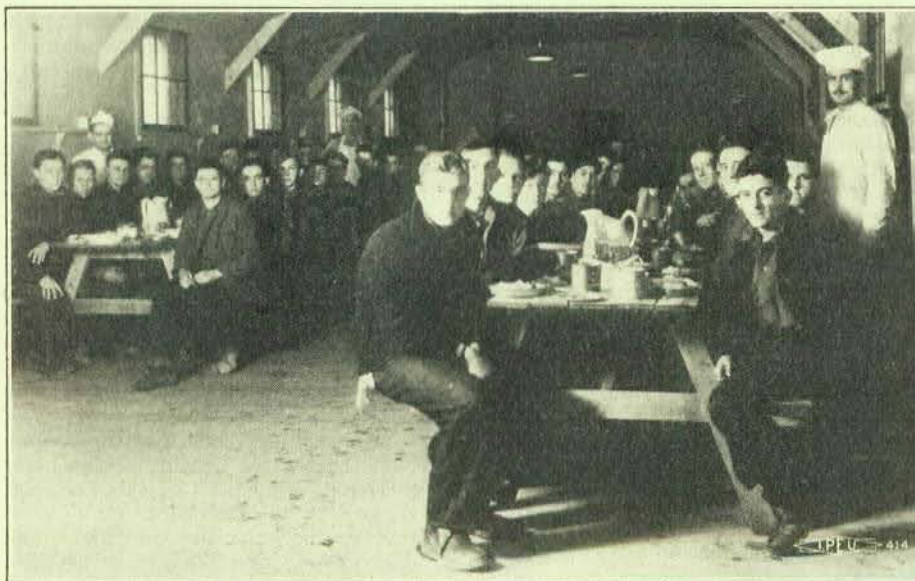


Photo by U. S. Forest Service

These Men Look Contented, Vigorous and Intelligent, Nor Do They Appear to Be Regimented Into Military Squads.

The idea of having navies for the protection of commerce is delusive. It is putting the means of destruction for the means of protection. Commerce needs no other protection than the reciprocal interest which every nation feels in supporting it—it is common stock—it exists by a balance of advantages to all; and the only interruption it meets is from the present uncivilized state of governments, and which it is its common interest to reform. * * *

There can be no such thing as a nation flourishing alone in commerce; she can only participate; and the destruction of it in any part must necessarily affect all. When, therefore, governments are at war, the attack is made upon the common stock of commerce, and the consequence is the same as if each had attacked his own.

The prosperity of any commercial nation is regulated by the prosperity of the rest. If they are poor, she can not be rich; and her condition, be it what it may, is an index of the height of the commercial tide in other nations.—Thomas Paine.

Laws are not made for the good.—Socrates.

Full Protection of Labor Standards Asked

(A memorandum on the question of proper labor standards, their creation and maintenance, through government guidance—submitted to the U. S. Department of Labor by the International Brotherhood of Electrical Workers.)

February 12, 1934.

Miss Frances Perkins,
Secretary of Labor,
U. S. Department of Labor,
Washington, D. C.

Dear Miss Perkins:

History is being made so rapidly by the U. S. Government these days that it is difficult to measure all its accomplishments. We believe significant progress is being made in the field of labor standards, their creation and maintenance, under government guidance, in particular in that branch of the government dealing with public works; and we have taken the liberty to prepare a memorandum recounting this progress, and suggesting certain legal and social outcomes of the trend.

1. Labor Standards in the National Industrial Recovery Act.

Title I, Section 1, of the National Industrial Recovery Act states:

"A national emergency productive of widespread unemployment * * * is hereby declared to exist. It is hereby declared to be the policy of Congress * * * to provide for the general welfare * * * to induce and maintain united action of labor and management under adequate governmental sanctions and supervision, to eliminate unfair competitive practices. * * * (and) to improve standards of labor."

It should not be necessary to submit any evidence as to what caused the Congress and the President to declare the existence of a national emergency. The reasons for the chaotic condition found in March, 1933, are well known.

Since 1929, few industries, if any, have suffered more than the building industry. On the basis of 1923-1925 averages, the following table shows the rapid decline of the building industry:

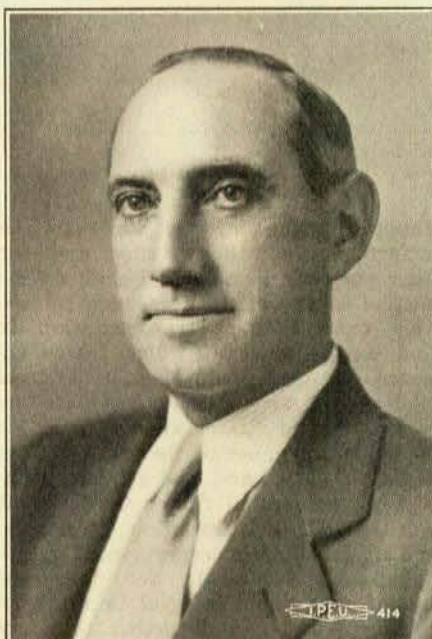
1929 -----	117
1930 -----	92
1931 -----	63
1932 -----	31
1933 (January) -----	22
1933 (April) -----	14

During this period, labor standards—established after much sacrifice and great effort—were greatly reduced until now, except in localities where effective organization was maintained, such standards have practically disappeared.

The destruction of such standards was greatly aided through practices employed under the Hoover Administration of

International Brotherhood of Electrical Workers, through its president, asks U. S. Department of Labor to give the same aid to human standards as Bureau of Standards gives to material.

awarding contracts for government work to the "lowest bidder." Because of the falling off of private projects, the competition among contractors for government work was so keen that in many instances contracts were awarded at a



DAN W. TRACY

President, International Brotherhood of Electrical Workers. He Wants Human Standards Protected.

figure below the actual cost of material.

Under such competitive conditions, contractors receiving the awards for government work found the only way they could temporarily keep from "bankruptcy" was by chiseling and reducing their labor costs. This resulted in the gradual breakdown of labor standards.

The Congress evidently had all of these conditions in mind when it adopted the National Industrial Recovery Act and provided under Title II for a carefully designed program of public works. In relation to this program, it is provided under Section 206 for certain labor provisions as follows:

1. No convict labor shall be employed.
2. As far as practicable and feasible, no individual shall be permitted to work more than 30 hours a week.
3. All employees shall be paid just and reasonable wages which shall be sufficient to provide for "a

standard of living in decency and comfort."

2. Labor Standards Upheld By PWA.

In carrying out the provisions of Title II, the Federal Emergency Administration of Public Works issued Bulletin No. 2, which contains general information and instructions for State Advisory Boards and State Engineers. It is provided in this Bulletin on page 1:

"In determining the lowest responsible bid, the following elements will be considered: Whether the bidder involved (a) maintains a permanent place of business; (b) has adequate plant equipment to do the work properly and expeditiously; (c) suitable financial status to meet obligations incident to the work; (d) has appropriate technical experience."

It is further provided:

"No bids will be accepted from any contractor who has not signed and complied with the applicable approved code of fair competition adopted under Title I of the National Industrial Recovery Act for the trade or industry or subdivision thereof concerned, or, if there be no such approved code of fair competition, who has not signed and complied with the provisions of the President's Re-employment Agreement."

These must be considered as attempts to at least partially provide some kind of a standard. Here are some further standards provided in Bulletin No. 2:

"Art. D. Human Labor.—The maximum of human labor shall be used in lieu of machinery wherever practicable and consistent with sound economic and public advantages; and to the extent that the work may be accomplished at no greater expense by human labor than by the use of machinery, and labor of requisite qualifications is available, such human labor shall be employed.

"Art. E. Compensation insurance.—The contractor will furnish compensation insurance for employees on this work and comply with the workmen's compensation laws of the state, territory, or district in which the work is performed, and will give proof of such adequate insurance satisfactory to the government engineer.

"Art. F. Persons entitled to benefits of labor provisions.—The contractor will extend to every person who performs the work of a laborer or of a mechanic on the project or on any part thereof the benefits of the labor and wage provisions of this contract, regardless of any contractual relationship between the contractor and such laborer or mechanic, or between any subcontractor and such laborer or mechanic.

"Art. G. Withholding payment.—

The party letting the contract may withhold from the contractor so much of accrued payments as may be necessary to pay to laborers or mechanics employed by the contractor or any subcontractor on the work, the difference between the rate of wages required by this contract to be paid to laborers or mechanics on the work and the rate of wages actually paid to such laborers or mechanics.

"Art. I (a). NRA materials.—So far as articles, materials, and supplies produced in the United States are concerned, only articles, materials, and supplies produced under codes of fair competition under Title I of the National Industrial Recovery Act, or under the President's Re-employment Agreement, shall be used in the performance of this work, except when the government engineer certifies that this requirement is not in the public interest or that the consequent cost is unreasonable.

"(b). Local preference.—So far as practicable, and subject to the provisions of section (a) of this article, preference shall also be given to the use of locally produced materials if such does not involve higher cost, inferior quality, or insufficient quantities, subject to the determination of the government engineer.

"Art. K. Accident prevention.—The contractor shall at all times exercise reasonable precautions for the safety of employees on the work and shall comply with all applicable provisions of the federal, state, and municipal safety laws and building construction codes. All machinery and equipment and other physical hazards shall be guarded in accordance with safety codes approved by the American Standards Association, unless such codes are incompatible with federal, state, or municipal laws or regulations."

When the Labor Advisory Board appointed by the Secretary of Labor first met, last July, it considered the situation resulting from the experiences of the past four years. The board adopted a resolution providing in part that—

"In awarding contracts under the authority of the National Industrial Recovery Act the policies enumerated by President Roosevelt shall be carried out fully. 'Destructive wage or price cutting' contractors shall not be recognized or permitted to perform authorized work. It appears that during the past four years the ability of an individual firm to furnish a bond has been accepted in itself as evidence that such person or firm was 'responsible.' The relatively large amount of federal construction which was finally completed by or through bonding companies during the past four years is sufficient proof that other standards should be used in determining what constitutes a 'responsible' contractor. Among such standards should be (a) the maintenance of a permanent place of business; (b) adequate plant equipment to fulfill a given contract;

(c) a suitable financial status to meet payroll requirements and compensation requirements for injured workmen; and (d) such technical experience as may be accepted by the proper governmental agencies as establishing competency. (See appendix more fully explaining the intent of this clause.)

"Every contract awarded under the authority of the National Industrial Recovery Act shall contain a provision requiring the employer to furnish compensation insurance for injured workmen and to furnish proof of such to the contracting officer."

"Every contract awarded under the authority of the National Industrial Recovery Act shall contain provisions requiring the employer to install all work in accord with contract specifications and existing code requirements promulgated by public agencies—municipal, state and federal—and in a safe and workmanlike manner."

It also adopted the following:

"There can be no escaping the subcontracting situation. There are many general contractors who do practically no direct employing. Some do none at all. There are cases where contracts have been sublet as many as four times, so that the subcontractor who finally had in his control the direct employment of workers was four or five times removed from the original contract. Each step in this process cost an unnecessary expense paid by the workers or the taxpayers or both.

"It is recommended that where contracts for construction are let every lawful method be used to insure the letting of contracts to firms which are qualified directly to employ workmen

and which actually do employ workmen, and we urge this as being in harmony with the aims and purposes expressed in the Recovery Act.

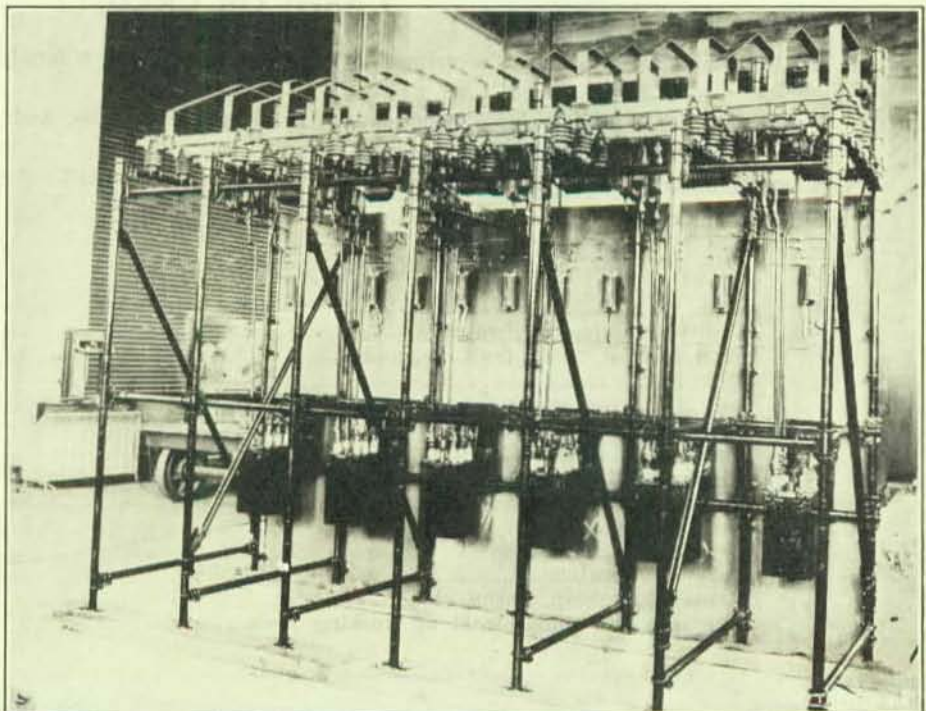
"It is further recommended that where subcontracting is permitted, every general contractor who submits a bid should be compelled to state in his bid and as a part thereof the name of each subcontractor whose bid has been used by him in making up his estimate; and that the general contractor who is successful in securing the contract in each such case should be compelled to let the subcontract for each item to the subcontractor whose name has been included relative to that item in his estimate and whose figure has been used by him in compiling that estimate. The practice known as 'bid peddling' after contracts have been let should not be permitted under any circumstances."

Later, the so-called zone rate of wages, suggested by the Labor Advisory Board, was approved by the Public Works Administration. This plan divided the country into three zones—southern, central and northern—and provided for wage rates for skilled and unskilled labor.

It further provided:

"That in the event that the prevailing hourly rate prescribed under collective agreements or understandings between organized labor and employers on April 30, 1933, shall be above the minimum set for any district within that zone, that agreed wage rate shall be the rate to be paid for employees on construction projects financed from funds appropriated by

(Continued on page 136)



A Job That Preserves High Standards of Workmanship—Portable High Voltage Sub-Stations Made Up For TVA at Wilson Dam by Workers of L. U. No. 558, Florence, Ala. Such Standards of Workmanship Can Be Preserved Only Through Unionization.

Workers Make Their Own Weekly Budget

By WADE SUTTON, L. U. 323, West Palm Beach, Fla.

ORGANIZED labor of West Palm Beach, has prepared a weekly budget of national significance. This budget is made by working people—by the people who are forced to live on it. It may confound the learned doctors and economists, who like to make such budgets for us. We already have had considerable fun with it.

We give a copy of the budget to some one who claims we are making too much money and that he can live on half of what we make. We ask him to make out his budget in the blank spaces and add it up. We wait until he gets through, and watch the expression on his face. We win the argument. That isn't all. The other day we had several men in a group figuring up their budgets. In the group was a doctor, a dentist, a druggist, an insurance man, a preacher, a dry cleaner, a lawyer and others. When they had finished their budgets, and were still amazed at their expenses, we asked them if they knew why their businesses were so bad.

"No."

"Well, don't you depend mainly on the laboring man for your incomes?"

"Yes."

"Then all your services are listed below and you haven't figured one cent for us to spend with you."

They then wondered why their business wasn't as good as it had been, and decided that we should have more money so we could spend it with them.

Startling facts and conditions revealed. A weekly deficit of \$6.92 in a budget that contains only bare necessities. Florida local asks pertinently where are we going in these states?

Well?

All this means what? A falling standard of living in the face of inflation.

The average family is behind at least \$500 at the present time. In the event of a raise in current prices this amount is automatically raised. This amount does not necessarily mean that it is an actual debt but that it will take this amount with the present current prices to bring the average household back to a normal condition.

The following list includes essential items in the American standard of living. Provision should be made for them in the family budget.

Can Normal Conditions Come Back If the Wage Earners Are Denied These Items? Is It Unreasonable to Expect Them?

Payment of old debts.

Money set aside for lost time due to sickness, bad weather, etc.

Doctors' services.
Hospital.
Dental work.
Drugs and sundries.
Car repairs, tires, etc.
Insurance.
Amusements.
Telephone.
Electrical household appliances.
Radio.
Donations to churches and charities.
Fraternal organizations.
Magazines and books.
Savings for replacement of car.
Vacations and travels.
Legal advice.
Gifts for Christmas and other occasions.
Furniture.
Special training for children—music and other arts.
Cleaning and pressing.
Laundry.
Savings for old age.

The American standard of living can be obtained only through organization and collective bargaining. The President's code is to provide for this.

Are you familiar with yours? See about it today!

This is being printed and distributed by a business corporation *owned and controlled* by local people, in the interest of better living conditions and an early return to prosperity.

P. O. BOX 351.

CASH! OR CREDIT?

The following weekly budget covering the barest necessities for a family of four, shows an annual expenditure of \$1,560.

Due to the usual seasonal slump, bad weather, sickness and injuries, and other unavoidable causes, the average earnings of mechanics are \$1,200 a year.

A yearly deficit of \$360 is seen at once, or a weekly deficit of \$6.92.

Which items can be reduced to make up this amount?

Weekly Budget		Your Budget
Rent	\$4.50	.....
Utilities, lights, fuel, water	2.00	.....
Food, staples, meat, fruit, vegetables	10.50	.....
Milk	1.25	.....
Ice	1.00	.....
School, books, incidentals	1.50	.....
Clothing	3.60	.....
Transportation, gas, oil, car license, bus fare	2.00	.....
Union dues .....	.50	.....
Newspapers .....	.15	.....
Tobacco .....	.75	.....
Barber, cosmetics .....	.75	.....
Household upkeep, linens, etc. ....	.50	.....
Purchase and replacement of working tools	1.00	.....
Total	\$30.00	.....

Place in the column to the right the corrected amounts to make this saving of \$6.92.

Canada's Construction Needs Stabilization

By E. INGLES, Vice President, International Brotherhood of Electrical Workers

THE construction industry is the second largest industry in Canada.

What constitutes a normal year's business is any man's guess, but \$350,000,000 is an intelligent estimate made by the survey committee of the National Construction Council of Canada. In 1929, the peak year in Canada, the volume reached \$576,651,800.

To give some idea of what the building industry means and to what position it has developed during the depression of the past few years the following figures are illuminating. In 1925, a somewhat normal year, the volume of construction amounted to \$297,973,000 and in the peak year of 1929 the volume was \$576,973,800. For 1933 the volume was \$97,289,800, or approximately 16.5 per cent of the maximum year. A drop of this magnitude cannot be accomplished without serious wrenchings of our economic fibre.

Besides bringing about a condition which will set in motion the machinery necessary to use this industry to assist in getting us out of a terrible situation at the moment, it would seem that we are sorely in need of some permanent financial machinery which can be set up to better control this ponderous and important industry which during its peak periods is at present buffeted around by the thoughtless claims of the public to the detriment both of the public and the industry itself. It must be acknowledged that the industry because of its vastness must be put on an even keel and as far as possible kept there. In the past the building industry has been a seasonable and fluctuating one, with the result that the worker in the industry has been employed for about six months in the year and then starved for the other six months. While it may be difficult to regulate the work so as to make stable employment, it is not impossible to iron out the extreme hills and valleys that now occur in the curve of employment possibilities in this industry even in normal times.

Planning Needed

A survey of bank loans will show that it is possible to visualize the trend and set in motion machinery to stabilize the industry. This is true of the period from 1925 to 1933. In January, 1925, the current bank loans amounted to \$910,100,000. In January, 1929, the volume was \$1,221,000,000, and in December, 1929, they had reached \$1,437,400,000. In April, 1933, they had dropped to \$913,000,000. The ratio of construction volume to current bank loans shows the picture more strikingly. In 1925 the ratio was 32.88 per cent. In 1929 the ratio was 39.11 per cent, and in 1933 the ratio was 7.20 per cent.

If, therefore, we are looking for better control over the volume of construction as well as the timing of construction this

Second largest Dominion industry is hampered, as in the U. S., by lack of proper credit machinery. Can absorb half of Canada's unemployed.

relationship should have serious consideration. It is quite obvious that there is a controlling relationship between the two quantities which might usefully be utilized to the benefit of the industry. How this can be done is a question for serious consideration. Here, we merely wish to point out the relationship and at the same time call attention to the almost complete absence of co-operation between the financial institutions of the country and the construction industry itself as far as this relationship is concerned. This problem is one of national importance. If some means could be obtained to curtail the almost avaricious demands by the public on the resources of the construction industry during the business peak periods, and at the other end of the cycle if some means could be provided for stimulating the industry—artificially if necessary—it would go a long way towards providing the stability which the industry so lacks. This is a question which sooner or later must be given serious consideration; however, we are now more concerned with the possibilities of the building industry to absorb unemployment.

Building Can Absorb Men

The construction industry without doubt offers the greatest opportunity for the absorption of unemployment in Canada, but it must, to be effective, be carried out on a national scale and under federal auspices. No other industry has such possibilities for employment as has the construction industry. It has been said that construction activities offer employment only to those few men who are trained in the immediate work of putting a building together. These are, of course, not the facts. Unfortunately, up to the minute data are not available and the figures here quoted are for the year from June 1, 1930, to May 31, 1931. The figures are of value in that they give a good picture of the far-reaching effects of the construction industry in offering employment. The following table shows the number of wage earners in the construction and allied industries in Canada during the period above quoted:

Industry	Male	Female
Construction	215,494	1,603
Building and structures	127,350	944
Other road, railway, bridges, etc.	62,735	363
Construction, unspecified	19,203	231
Shipbuilding	6,206	65
Allied Industries Wood Products		
Sawmill products	37,732	420
Sash, door and planing mill products	4,303	112
Wood-turning and woodenware	2,756	177

Iron and its Products
Smelting, converting, refining
(Continued on page 135)



Labor

A Program of Public Works For Canada Will Be Directed From These Buildings in Ottawa.

Senator Wagner Explains Insurance Bill

A BILL known as the Wagner-Lewis Bill has been introduced into Congress designed to raise revenue by levying an excise tax upon employers. Senator Wagner, one of the authors of this bill, describes it as providing for a federal tax imposed on the payrolls of all employers except those engaging a very small number of employees. Each employer be allowed a setoff against his federal tax equal to the amount that he contributes to unemployment insurance or reserve established out of state law.

Senator Wagner goes on to describe the need for unemployment insurance under the direction of Federal Government.

"Some people may inquire why there is need for unemployment insurance or reserves if the economic mechanisms fashioned by the New Deal are going to stabilize industry. Economics is not an exact science and the perfect stabilization of industry is unlikely in the near future. Greater stability than we have at present will not decrease the validity of unemployment reserves. It will make them more feasible and more scientific just as the development of medical knowledge has enhanced the utility of life and health insurance. I may push this analogy further. The study of life insurance problems has led to better health and longer life. The study of unemployment insurance problems will promote employment and prosperity."

"In addition, there is no harm done if protective funds are built up to guard against a crisis that never materializes. The reserve funds do not lie idle in a strong box. They are invested just the same as funds deposited in a bank. They are used to give employment, to finance enterprise, and to earn additional income. But these enterprises and income are earmarked for the use of workers who may lose their jobs. Thus the plan serves to maintain purchasing power that otherwise would suffer a decline whenever unemployment commences."

Economically Sound

"The experience of many European countries has shown that unemployment insurance is economically sound. Many of these countries have modified their plans in the light of experience, but not one has abandoned the basic principles. American experts have been almost unanimous in their testimony that the unemployment risk can be placed on a sound actuarial basis."

"The argument has been made frequently that the worker protected by unemployment insurance would lose all incentive to render careful service and would be inclined to abandon his job. This argument is an insult to almost 40,000,000 people in this country who normally live by working. It is a libel against the 15,000,000 of these people who were without work a year ago. The

Federal unemployment insurance bill (S. 2616) described as a plan to supplement State Acts.

American people want employment, not relief. When they are idle, it is because they cannot help it. In our modern industrial order the notice of discharge no more depends upon the will of the individual worker than the advent of the grim reaper depends upon whether or not a person has life insurance.

"Moreover, no worker should be tied to his job by the haunting fear of an insecure future. This situation chokes most efforts to seek well-deserved advancements. It breeds a just resentment on the part of intelligent men. On the other hand, nothing could do more to promote fruitful industrial relations than the knowledge that industry and society are attempting to protect the worker from future insecurity and destitution."

"Equally false is the notion that the unemployed beneficiary of insurance would not be diligent in his search for new work. The truth is that the only

way to keep people morally and physically fit for work of any kind is by affording them some measure of security during periods of enforced idleness. If we rely upon hunger and want to drive the unemployed back to work, they will be driven to accept jobs that are below their capabilities and that reduce their standards of living. This would mean the progressive degradation of the majority of our people."

Must Be Compulsory

"Unemployment insurance with its double virtue of prevention and relief will not be achieved by the voluntary action of industry. The year before the depression less than one third of 1 per cent of employees in the United States were covered by voluntary plans. The majority of employers recognize the desirability of unemployment funds. But they are held back by the competitive influence of the few who will not act. Most social legislation is for the purpose of bringing an obstructive minority into line. As I have said repeatedly, to advocate sincerely is to advocate compulsory insurance or reserves."

"Widespread compulsory insurance by

(Continued on page 138)

Builders Are We!

By HENRY E. LINDER, L. U. No. 134

We are road builders. We build roads to carry great and useful force, one of the greatest the mind of man has yet conceived. We lay a long safe road from birthplace to destination where men adopt this force to their various uses.

Sometimes it is a long road over mountains, deserts, and through forests; at times we bridge rivers; at other times, we boldly lay our road on bottoms of furious streams, but always the road must be safe to lead this mighty force into homes, factories and places of amusement and make it do bidding as an obedient servant should.

The road is built of copper and the vehicle which travels highways is controlled and led to its destination by ingenious means that it may not leave its rightful path and become a devastating agent of destruction.

At times we suspend the road from wooden poles and steel towers; at other times we route it through iron pipe and confine it in steel cabinets.

We lead it into homes to dispel darkness, to toast your bread, to carry your voice, to preserve your food and to do the menial work of your household.

We lay our bright copper road into the broadcasting station to put your favorite program on the air as on magic wings.

We lead it into your receiving set to transpose the ether waves into audible sound and pleasing music. We lead it into the factory and office so that you and yours may be emancipated from brutalizing drudgery.

Winter and summer, day and night, in fair weather and foul, we patrol and repair this copper turnpike that the world's work may be done and that communications may be uninterrupted.

We fight a battle which knows no armistice; we perform feats of daring and heroism which go unsung and for the most part unknown.

We climb the steel towers in blinding sleet; we ply our craft surrounded by a copper spiderweb of fiery death.

From time to time toll is taken from our ranks in line of duty. From time to time, this gigantic force rebels and leaves the shiny path we have laid out for it to follow.

One of our comrades is burned to a cinder as with liquid fire, another is stripped stark and cold as by a bolt of lightning and another crashes to his death.

We close our ranks and carry on in the unending battle man wages to tame the forces of nature and make them serve his ends.

We are the shock troops of civilization.

We are electrical workers.

Thousands of Homes Wait Financing

FOR nearly a year the attention of the United States has been directed to slum clearance and low cost housing. This campaign has had for its objective the providing of future habitations for a great section of the population now living in hovels, firetraps, unsanitary tenements, and such other sub-standard shelters. These unfit habitations are to be replaced by housing built without profit under the leadership of the federal and state governments.

While the United States has been considering this objective, it has hardly been aware that there has grown up a need for another type of housing in the \$6,000 to \$10,000 class which would provide homes for professional and white collar workers now on salary and capable of paying for these new structures out of current income. What stands in their way is the refusal of private bankers to loan money for the erection of this new type of housing.

The National Association of Real Estate Boards has made a national inventory and has discovered there is now a shortage of single family dwellings in many cities that did not report this condition six months ago.

The report of the Real Estate Board on this type of housing says:

Shortage Now Traced

"A marked change in the last six months is shown in supply of single family residences. Actual shortage in this type of structure exists in 27 per cent of the cities reporting, whereas only 12 per cent showed such shortage six months ago and only 7 per cent a year ago.

"Shortage is shown by 69 per cent of the cities in the West South Central section, 40 per cent of the New England cities reporting, 40 per cent of the Pacific Coast cities reporting, and by 33 per cent of the cities in the Middle Atlantic section. Percentage of cities showing shortage in other sections is as follows: South Atlantic section, 15 per cent; East North Central section, 23 per cent; West North Central section, 22 per cent; East South Central section, 38 per cent, and Mountain section, 14 per cent.

"The condition of shortage appears to be more prevalent in the smaller rather than the larger cities, but no city of over 500,000 population reported an oversupply of this type of structure, and 14 per cent of this group showed a shortage."

New Organization Asks Changes

Seeing this need a new organization has sprung into life, known as the Home Builders and Land Developers National Committee. It is headed by Don A. Loftus, of Cleveland. This group has come to Washington, met the President of the United States and certain members of Congress. It asks that the law creating the Home Owners Loan Corporation be amended so that a billion dollars will be available for the erection of

Survey reveals shortage of single dwellings in the \$6,000 class. These are not slum clearance projects, but owners can get no funds from private bankers.

new dwellings. They believe this fund will provide the wherewithal promptly for meeting the need in the small housing field. A survey made by the Home Builders and Land Developers National Committee reveals that 50 home building companies in 35 cities need at once \$27,000,000 to erect 7,350 dwellings. In Cleveland alone it is reported that 500 homes of the type described are now waiting for funds for erection. The

situation reveals, it is said, a conflict of interest between builders and real estate people and loan holders and insurance companies.

Announcement was made in Washington early in March that a plan was being developed to stimulate home renovation under government auspices. A renovation fund of several million dollars is expected to be available. Salesmen will be sent out like liberty loan promoters to suggest to householders that this spring they do the repairing, altering and remodeling of their homes which has been halted during the depression. If they can't get the money for this needed work through private bankers, then the government is going to make the loans.

It is believed that as much as \$10,000,000 a year has been spent in prosperous years for this type of renovation

(Continued on page 135)



There Is a Joy in Building True and Strong; the Very Posture of a Workman Suggests This: Craft as a Dynamic Force in Building.

Master Plan Developed for NRA

At public hearings held in Washington, beginning February 27, labor heads, economists, engineers and other leaders made sweeping suggestions for improvement of NRA. The following was presented by D. W. Tracy, President, International Brotherhood of Electrical Workers. Full report of code meetings will be given in April.

IT is questionable whether the modern state, or modern industry can operate on any other basis than frankness. Mountebank dictators throughout the world who are ruling, through fear and propaganda, are seeking war, not trade, conquest, not co-operation. It is agreeable to set down that the National Recovery Administration has not winced under criticism, and we would be unfair if we did not add that it has often heeded criticism. Commendation should be made also for the swiftness with which the Recovery Administration has acted, for the patriotic zeal with which it has absorbed work, and the courage with which it has refused to shrink from any task, however great.

At the outset it also should be said that labor must find itself in agreement with the administration of NIRA on three fundamental and essential principles: (1) control of the industrial system is absolutely essential; (2) there must be reconstruction in the midst of recovery; (3) recovery is dependent on increased and effectively maintained purchasing power to all the people.

Moreover the picture would not be complete without the addition of the fact that in the administration of NIRA labor has been recognized as an essential factor in production and as an element, with negative if not positive powers, in the coalition of finance, management, consumption, production, which is trying to work out an industrial policy for the United States. Yet when these assertions have been made it is our duty to pile up as it were, short-comings of NRA, most of which are not due to the circumstances of the case but to refusal of the administration to see how recovery and reconstruction are intertwined.

1. First, NRA has refused to grasp the fact that the United States has the technological equipment to achieve an order of plenty capable of giving a high standard of living to every family in the nation. NRA has appeared—with one or two exceptions—never to have heard of technological unemployment, the new technology or machine production.

2. Second, maximum hour schedules have been too high and too loosely drawn to make effective at least one practical solution of the problems brought on by an overpowered industrial machine.

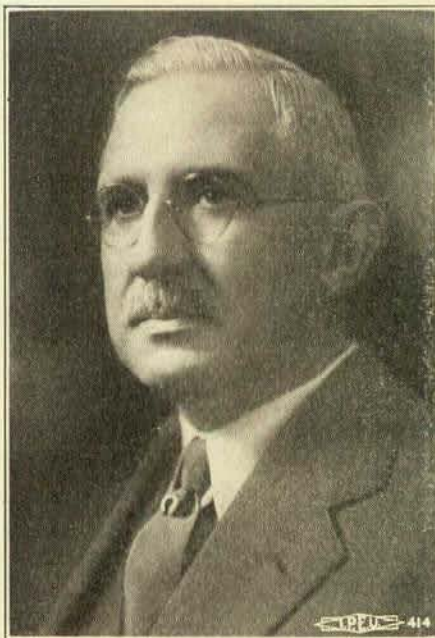
Differentials Not Maintained

3. Third, minimum wages have been set at too low a figure and differentials between unskilled, semi-skilled and skilled

International Brotherhood of Electrical Workers and other unions bring constructive criticism to bear upon business man's show.

labor have not been adequately recognized or preserved.

4. Fourth, NRA has completely fumbled the ball in so far as national economic planning goes. President Roosevelt clearly grasped and adequately stated



G. M. BUGNIAZET
International Secretary. He Co-operates in Constructive Criticism of NRA.

what economic planning is at Atlanta, Ga., May 22, 1932:

"It is well within the inventive capacity of man, who has built up this great social and economic machine capable of satisfying the wants of all, to insure that all who are willing and able to work receive from it at least the necessities of life. In such a system the reward for a day's work will have to be greater, on the average, than it has been, and the reward to capital, especially capital which is speculative, will have to be less."

And at San Francisco President Roosevelt again said, September 23, 1932:

"A mere builder of more industrial plants, a creator of more railroad systems, an organizer of more corporations, is as likely to be a danger as a help.

"The day of the great promoter or the financial titan, to whom we granted anything if only he would build or develop, is over. Our task now is not discovery or exploitation of natural resources or necessarily producing more goods.

"It is the soberer, less dramatic business of administering resources and plants already in hand, of seeking to re-establish foreign markets for our surplus production, of meeting the problem of underconsumption, of adjusting production to consumption, of distributing wealth and products more equitably, of adapting existing economic organizations to the service of the people.

"The day of enlightened administration has come."

Fails the President

Yet in NRA there has been no fulfillment of this executive outline of new objectives, indeed so far as labor is able to ascertain, there has been a complete sabotage of the planning idea.

5. Fifth, NRA has not come within a glimpse of the positive side of labor unionism. The conception of a labor union as a social agency has not been envisioned. The conception of a labor union as a contributor to technical efficiency has not even been guessed and nothing has been done, save, perhaps, in one or two minor instances, to follow the best opinion of engineers and economists in the matter of building true guildism where voluntary organizations of workers take part in the adventure of co-operative industry in a prosperous society.

6. Sixth, on the other hand, comfort has been given to those bourbon leaders of industry who seek by subterfuge and trickery to foist upon credulous workers the discredited system of company unionism—the confederate of Fascism.

7. Seventh, of the 275 or more, or less, codes, which have been accepted and approved, only 15 have recognized the right of workers to sit on code authorities. In an age which still prates of democracy no further comment is needed upon this fact.

Finally, we would be derelict in our duty if we did not emphatically warn NRA that the system that has received so much favorable publicity is nothing more than a kind of benevolent Fascism—benevolent to be sure, but Fascism no less. And again we emphatically warn NRA that we do not believe NRA has read the temper of the American people rightly, and when the American people become aware that under the guise of democracy and a New Deal, a kind of benevolent Fascism is being built, the whole structure will be opposed and rejected.

D. W. TRACY,
International President.
G. M. BUGNIAZET,
International Secretary.

The bound volumes of the 1933 Electrical Workers Journal are to be sold again this year for \$3.75 postage prepaid. They are uniform with the volumes of other years, one-fourth leather, handsome and durable.

NRA Fumbles Economic Planning

PRESIDENT ROOSEVELT has adequately viewed and stated the functions of economic planning. At Atlanta, Ga., in May, 1932, he said:

"The country needs, and unless I mistake its temper, the country demands, bold, persistent experimentation. It is common sense to take a method and try it; if it fails, admit it frankly and try another. But above all, try something."

"The millions who are in want will not stand by silently forever while the things to satisfy their needs are within easy reach."

"It is well within the inventive capacity of man, who has built up this great social and economic machine capable of satisfying the wants of all, to insure that all who are willing and able to work receive from it at least the necessities of life. In such a system the reward for a day's work will have to be greater, on the average, than it has been, and the reward to capital, especially capital which is speculative, will have to be less * * *"

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"The day of enlightened administration has come * * *"

President's Aims Neglected

It had been supposed that, through those sections of NIRA that had implicated in them the question of economic planning, there would come a fulfillment of President Roosevelt's aim. It can now be reported with finality that the whole question of economic planning has been fumbled by the National Recovery Administration. There appears to be some evidence that this has been done deliberately in order to appease powerful business corporations which hold that statistical data, upon which economic planning must be based, is sacred to the

Has failed to glimpse true meaning of planned economy. In some instances planning department has been "football" for political favorites.

corporations and in the nature of trade secrets. Three factions therefore have developed in NRA.

1. Powerful business corporations which want statistical data placed under lock and key.



ADMINISTRATOR HUGH JOHNSON

He Has Aroused Varying Degrees of Emotion But No One Doubts His Fighting Mettle, and His Loyalty to His Group.

2. A little more liberal group who feel that some of the high priests of NRA could occasionally get a glimpse of this data.

3. A liberal group who hold that industrial data should be gathered openly by a disinterested research agency such as the Department of Labor, the Department of Commerce or the many boards which are set up for that purpose within the government.

It is these three factions which have been at stalemate for nine months, which has made economic planning a joke in NRA. In the main, the industrialists have won.

Louis Stark, writing in the New York Times, declares:

"Examination of the facts in the case

of Colonel Montgomery, counsel in income tax cases, also disclosed that, under a predecessor in the Research and Planning Division, action had been taken which completely transformed that division from an organization for long range economic planning to a mere statistical bureau whose findings received scant courtesy from deputy administrators and the NRA advisory boards.

"Instead of being 'the heart of the NRA,' the planning division, created by President Roosevelt under Section 2 of the Recovery Act, had fallen to the low estate of 'stepchild of the NRA.'"

Only Figureheads Appointed

Planning was formerly under the aegis of Dr. Alexander Sachs. Mr. Sachs resigned and then Stephen du Brul, representative of General Motors, guided the destinies of economic planning under NRA. Stephen du Brul was a conservative who believed that industrial statistics were sacrosanct. When du Brul left Alvin Brown, in addition to his duties as assistant administrator, sat upon the lid of that department. Then Colonel Robert L. Montgomery became chief of the Research and Planning Division. Montgomery is a business accountant, interested in making out tax returns for big corporations. His clients as Louis Stark points out, number the following: American Telephone and Telegraph Company, Associated Dry Goods Corporation, Baldwin Locomotive Works, Electric Storage Battery Company, Hudson Motor Car Company, United States Typefounders Company, United Gas Improvement Company, American Chain Company, American Metal Company, Curtiss-Wright Corporation, Manhattan Shirt Company, Freeport Texas Company, Island Creek Coal Company, and W. J. Rainy Coal Company. Burns

Brothers Coal Company, New York; Davison Coke and Iron Company, Pittsburgh; De Bordeleben Coal Corporation, Birmingham; Lehigh Valley Coal Company, New York; Old Ben Coal Corporation, Chicago; Pittston Company, Dunmore, Pa.; Zeigler Coal and Coke Company, Chicago; and the Atlas Company, an investment trust.

Now it is reported that Colonel Montgomery has resigned. Whether this means that this emaciated department of NRA is at last going to be allowed to blossom to full growth is not known.

There is bitter unrest in this department. Many young and capable men are being held down, their work and suggestions ignored, and the whole principal function of NIRA, namely to

(Continued on page 140)

Springfield Conducts Publicity Campaign

By HERMAN R. ARMBRUSTER, L. U. 193

IN nearly every city, we suppose as in Springfield, Ill., the President's Re-Employment Agreement and NRA have brought about activity on the part of both contractors and unions. Local labor here has been presented with the problem of informing the public about labor standards and quality work and not allowing the public to forget that good workmanship is another phrase for union. The electrical workers local union has utilized all three of the daily papers to tell this story as indicated by the attached advertisement.

Incidentally the struggle here has not been lessened by the President's Re-Employment Agreement or the proposed electrical contracting code. The building trades stand in a state of uncertainty and wonder where they are going to get off. This has brought about a spirit of co-operation, and the union and contractors have joined together in sending a communication to architects, general building contractors and other interested persons in the city, as follows:

Springfield, Ill., October 16, 1933.

Greetings:

To all Architects, General Building Contractors, Builders and to Whom it May Concern:

The organized building crafts of the city of Springfield, Ill., respectfully solicit your co-operation to work with them in their efforts by backing the NRA as requested to do by our President, Franklin D. Roosevelt, when he sent out the blanket code to all employers of labor. All building crafts are going to back this code until the codes for the different crafts have been accepted 100 per cent.

In view of this fact we would suggest that all work which is performed by the different craftsmen on any and all work be paid the scale of wages that their local union has prescribed to be the hourly rate and which is in keeping with the President's blanket code, which all of you have signed, we hope.

If we are to make a success of this new law we must all work together and pull hard and strong and to this end the crafts have decided to do this and are "back to back" for better conditions for all and work for the interest of all concerned, by their united efforts to see that all work which comes under the different classes of work will be done by union labor.

Bricklayers, L. U. No. 4, H. L. Wisert, Secretary, 1309 Franklin Ave.

Carpenters, L. U. No. 16, J. E. Welch, Business Agent, 2332 S. 8th St.

Electrical Workers, L. U. No. 193, H. R. Armbruster, Business Manager, 710 S. 7th St.

Painters, L. U. No. 90, W. E. Beechler, Secretary, 2033 S. Spring.

Local union informs public that union label is equivalent to sterling mark on silver. Drive for higher standards of living goes on.

Plumbers, L. U. No. 137, Chas. Carey, Secretary, 235 E. Scarrit.

Sheet Metal Workers, L. U. No. 84, P. J. Heinen, Secretary, 2136 E. Cook.

Structural Iron Workers, L. U. No. 46, Chas. Kastner, Business Agent, 1313 S. 13th.

Lathers, L. U. No. 20, Albert Carter, Secretary, 324 Wesley.

Hoisting Engineers, L. U. No. 965, G. E. Good, Business Agent, 455 W. Cook St.

Hod Carriers and Laborers, L. U. No. 477, Harry Ames, Business Agent, St. Nick Annex, Room No. 59, Telephone, Capt. 1017.

Plasterers and Cement Finishers, L. U. No. 59, J. E. Harris, Business Agent, 1413 S. Walnut St.

CERTIFIED SERVICE AS REQUIRED BY THE I. B. E. W.

Certified Service. The union strives to make the union label stand for quality work in much the same way the sterling mark on silver stands for quality. Many unions have arrangements by which they guarantee the work done by their members. The business manager who is a trained electrician always acts as an inspector on jobs and keeps a constant lookout for faulty service by negligent or hasty members.

Local Union Number 193, I. B. E. W., wants to take this opportunity of expressing their appreciation to the fair electrical contractors of the city of Springfield, listed below, for their full co-operation with Local Union No. 193, I. B. E. W., by employing only members of the International Brotherhood of Electrical Workers through L. U. No. 193. By doing this they fully realize that they receive Certified Service and this same service is received by their customers and every one that has their electrical work done by the members of L. U. No. 193, I. B. E. W., which is also a guarantee of safety and workmanship.

Capitol Electric Co.

T. A. Hall Electric Co.

Hinkle Electric Co.

C. E. Hobbs Electric Co.

Clyde Kavanaugh Electric Co.

Wm. A. Meyer Electric Co.

Rachford Bros. Electric Co.

Van Nattan Electric Co.

Von De Bur Electric Co.

J. A. White Electric Co.

City Water, Light & Power Dept.

Russell L. Hawkins, President, L. U. No. 193.

Henry Bogaske, Recording Secretary, L. U. No. 193.

Herman R. Armbruster, Business Manager, L. U. No. 193.

How the Housing Problem Must Be Solved

By HENRY HALPERT, L. U. No. 3, New York

WHEN men as savages roamed in their primeval state wherever they happened to be geographically, shelter was a necessity for self preservation. The tree, the cave, the tent made of skins are perhaps the modes of shelter which they slowly developed. When adobe brick and stone were discovered as materials suitable for the construction of shelters, men made very definite progress in housing.

The Indians of the North American continent in their state of savagery were found living in joint tenement houses built in oblongs. In Venezuela, discoverers found the coast Indian tribes living in bell shaped houses. The same applied to all peoples in savagery, and so through the ages housing was and still is an important factor in the development of mankind.

Immediately entering the era that found the building industry in America following the trends in manufactures we can trace the effects on housing from then till now. In 1890, the electric hoist was introduced, followed by the gasoline hoist in 1905. The pneumatic riveter was invented in 1898. In the same year, the cement gun was also invented. In railroad construction, the power shovel had been used consistently prior to this time, but about this same time, it was adapted to building construction.

Machinery for concrete mixing and welding came into general use in the boom of the 20's. Also wood working, flooring and surfacing machines were perfected at about the same time. With all these mechanized processes, the building construction industry was and still is a hand work industry. The materials for building construction are designed and manufactured to hand size. As an example, the process of bricklaying is not much different today than when the Israelites laid their adobe brick in the valley of the Nile. Painting, roofing, carpentry, plastering, tile setting, plumbing and electrical work are still largely manual. The question now is for how long will these trades remain so.

The banker, industrialist, and capitalist are determined that the building industry be industrialized. The outstanding reasons are the labor cost in building as compared to an industrialized industry and the strength of the labor unions.

To illustrate these two points, we will make a comparison of the first condition with the automobile industry. The labor cost in the construction of an automobile is 10-15 per cent of the total cost, whereas the labor cost in the construction of a house is at least 22-30 per cent of the total cost. As for the labor unions—capitalists cannot countenance the opposition offered to further mechanization by labor unions. An

Worker teacher analyzes housing trends and points the way out.

illustration of this is the opposition offered to paint spraying machines, etc. Still another thorn in the flesh of the capitalist is the views building trade craftsmen take of their unions. To them, their union is a business institution. It pays dividends in the form of higher wages, shorter hours, greater control over the job and better working conditions.

Mass Production Sought

However, capitalists under the camouflage of progress are more determined than ever to mechanize and industrialize house construction so that if they have their way, the present day setup will completely disappear. They have introduced steel houses which can be manufactured on a mass production basis and shipped knocked down on a flat car anywhere. They do away with all the building trade mechanics and contractors. It requires about two laborers at laborers' pay to bolt these five-room, flat-roofed steel bungalow type of houses. They sell for less than \$4,000 each.

Another phase in buildings of larger dimensions that is being industrialized is the interiors. They have advanced to the stage that if permitted to be used will completely eliminate at this writing about 60 per cent of the building trades mechanics. Fervently engaged in the elimination of trained mechanics, who can venture to predict how soon and how completely the capitalists' desired results may be accomplished?

One of the essentials in slum clear-

ance is the ability of those delegated to the task of obtaining the lands on which the slums have been built. With the system of individual ownership of land held for speculation extant, the first obstacle is met. Other barriers are—the obstructions of the organized realty interests of the nation; the impossibility of clearing the slums and erecting up-to-date housing for those in the low income brackets at a profit. Can it be done?

Is there any reason why America, the wealthiest and most industrialized nation in the world, should lag behind European countries in the matter of clearing its slums? European countries borrowed money in this country to promulgate the clearance of their slums and the erection of low rent apartment houses. Why cannot the United States do the same?

The primary reason is that the beneficiaries of these apartment houses have been so hard hit by the depression that their first consideration is what do we eat, instead of how can we improve our living quarters? Any hole that we can call a shelter has been good enough. With the cataclysm comes a downward movement in apartment accommodations. Hundreds of thousands of workmen's families were compelled to give up their apartments and move in with their in-laws. The result is that there has not been a demand for slum clearance. Workmen are silently carrying the blot of our civilization with them.

Government Must Enter Field

But it seems that every curse has its blessing. Because of the aforementioned conditions, the great building industry has come to a standstill. Private capital cannot be induced to enter the building industry. There is no profit. All the loaning institutions are "prop-

(Continued on page 134)



A BLOT ON THE LANDSCAPE—VILLAGE TENEMENTS

Public Ownership Leaps to Prominence

THE New Deal has stimulated public ownership throughout the United States. Burns and McDonnell Engineering Company, Kansas City, have announced that during the 31 days of December, 1933, 50 municipalities voted for municipally-owned projects. The trend appears to be toward publicly-owned super-power systems centering in great federal projects. At the same time the Public Ownership League of America, which has been agitating for public ownership for 25 years in the United States, has greatly expanded its activities. A factor in the definite interest of public ownership centers in reports from various cities to the effect that during times of depression municipal power plants have made enough money to wipe out all other forms of taxes.

This is the brief but dramatic story of the growth of public ownership in a nation which has hitherto been suspicious of collective action. It arrives about the time that the Tennessee Valley booms with activity incident to the great federal power project upon the Tennessee and Clinch Rivers.

One of the biggest victories recorded for public ownership recently is that designated as the Central Valley Water Project of California—a state which has an unusual record for successful publicly-owned power developments. California voted in December for a \$170,000,000 development in Central Valley located in the Northern part of the state. It means the erection of dams, the building of transmission lines and the creation of power reservoirs larger than those at Boulder Dam and Muscle Shoals. The 35 most prominent instances where cities have voted for public ownership, as prepared by Burns and McDonnell, are as follows:

Akron, Ohio
Andalusia, Ala.
Bessemer, Ala.
California, Mo.
Camden, N. J.
Columbus, Ohio
Concordia, Mo.
Cushing, Okla.
Decatur, Ill.
Devils Lake, N. Dak.
Elgin, Texas
Fleetwood, Pa.
Florence, Ala.
Goose Creek, Texas
Guntersville, Ala.
Hartselle, Ala.
Kennett, Mo.
Ketchikan, Alaska
Knoxville, Tenn.
Laclede, Mo.
Liberty, Texas
Martsville, Ala.
Milwaukee, Wis.
Muscle Shoals, Ala.
Oneonta, Ala.
Plainview, Texas
Sandusky, Ohio
Sheffield, Ala.

Cities turn to self-owned plants. Publicly-owned super-power systems impend. Public Ownership League Expands. Taxes a factor.

Shelby, Iowa
Shelbyville, Ky.
Stanberry, Mo.
Strong City, Kans.
Tarrant City, Ala.
Trenton, Mo.
Tuscumbia, Ala.



CARL D. THOMPSON
For 25 Years the Directing Spirit of the
Public Ownership League

One of the interesting recent developments is that bid of a city of the first rank, Newark, N. J., which, through its mayor, Meyer C. Ellenstein, has asked for \$30,000,000 from the Public Works Administration for the erection of a municipally-owned power station.

More Co-operation Seen

It is reported that the effort of private electric utilities to include publicly-owned systems in the code of fair competition for the light and power industry has greatly stimulated the public ownership movement. It has done something that no amount of agitation during the last 25 years has been able to do, namely, to bring about co-operation between the already established municipal power systems.

The Public Ownership League has increased its activities and enlarged its staff. Its headquarters are in Chicago. Its monthly magazine, hitherto little more than a bulletin, appears in a large format, distinctive cover and more aggressive tone in the January issue. Carl D. Thompson is still executive director

of the movement. It is believed by engineering authorities that the answer to the super-power systems of private utilities can be met in publicly-owned plants by centering the publicly-owned zones

- (1) in the great Muscle Shoals development;
- (2) in Boulder Dam;
- (3) in the giant Columbia River development in Washington; and
- (4) in the very successful Los Angeles regional development.

The International Brotherhood of Electrical Workers in presenting its brief on the code of fair competition for the electric light and power industry had the following to say about publicly-owned plants as compared to private utilities:

"Closely related to the question of fair competition within the electrical field in so far as sale of electrical appliances and electrical construction go is the question of fair competition in the actual generation and transmission branches of the industry. The generation and transmission of electrical energy is a monopoly. The only competition furnished by private utilities is that furnished by publicly-owned and municipally-owned electric light plants and systems. This principal competition, we believe, needs no proof inasmuch as it has been stressed recently by the President of the United States in his creation of the Tennessee Valley Authority and the development of the Muscle Shoals project.

"It is not the function of the International Brotherhood of Electrical Workers at this public hearing to discuss the underlying philosophy of the two systems of generation and distribution, private and public. We do believe, however, that we have the right to discuss the possible effect of fair competition if and when Section 10 (a) and (b) of Article 7 is put into effect. It tends to standardize working conditions, wage scales and hours for all electric utilities, including those publicly-owned monopolies. Generally speaking, wage scales are higher, working conditions are better, and there is a fairer attitude toward union workers on the part of publicly-owned power systems than on the part of private.

"Below we are comparing basic wage scales for linemen in private and municipal electric light plants in three representative cities:

"L. U. No. 54, Columbus, Ohio—Municipal Electric Light plant, 73 cents per hour. Columbus Railway, Power and Light Co., 63 cents per hour.

"L. U. No. 193, Springfield, Ill.—City Water, Light and Power Department, 91 cents per hour. Central Illinois Light Co., 71 cents per hour.

"L. U. No. 648, Hamilton, Ohio—Municipal Electric Plant, \$1.12½ per hour, less 20 per cent donated to city relief fund.

"Columbus Gas and Electric Co., serving surrounding territory, 80 cents per hour or less."

Networks Are Displacing Radial Systems

By CHARLES PURMAL, L. U. No. 3

IN cities, and even congested suburban areas, the network way of distributing electrical energy is rapidly replacing the old radial system. The factors favoring the network system are its adaptability, reliability and economy.

The adaptability is one of the main reasons why networks are considered to be far superior over radial distribution systems in growing communities. Where the total load on power lines changes from year to year, the network system absorbs the load changes with far less strain than the radial distribution system could do. In many cases where the increase in load on a radial system would call for additional power lines, to be run from central or sub-station, the network system is able to pick up this additional load and distribute it over the network area, without overloading any of the existing lines.

Not depending upon a single line of power supply, the interruption of service from a network system is practically eliminated; the reliability of service to customer is improved.

Although the initial installation of a network system in some cases is not cheaper than that of the radial system, yet the advantages gained by its simplicity and lower maintenance always justify the original outlay. By using the generated voltage in primary mains (lines feeding the network transformers from alternators at power house), all distributing sub-stations with their cumbersome high tension switching, voltage regulating and other devices are entirely eliminated; hundreds of small distributing transformers are replaced by a few compact, large-size network transformers; same transformers being used for light and power, and only one meter for both. The total connected k.v.a. capacity of all network transformers in a certain area, due to the diversity factor of load, will be far less than if individual transformer units for each customer were used.

Other advantages of the network system are better voltage regulation under variable load conditions and elimination of many starting compensators, since larger size motors may be thrown directly on line without any undue disturbance.

Watch-Dogs Protect

The network transformers, and their watch-dogs, the network protectors, are located either in under-sidewalk vaults or on consumer's premises; with overhead systems they are located on poles. The under-sidewalk units are built water tight and will continue to operate even if entirely submerged.

The network principle may be applied equally well to d. c. or a. c. systems; it may be used on a. c. primaries or secondaries, it may cover a large distributing area or only a small locality, like one large building (spot networks), but in

Member describes advances made in types of feeders from low tension sides of network transformers.

this article the name "network" carries with it the most usual meaning—the feeders from low tension sides of network transformers of a whole area being interconnected into one secondary distributing network system; in other words, each transformer is not supplying current to individual load, like in the old radial system, but the output of all transformers is combined into one "pool," the network; and from this network then all the individual light and power loads draw their currents. But since the network transformers are usually located near the large concentrated loads, these loads draw their current directly from the nearest transformers, and the network proper, under normal conditions, carries only the balancing current and current supplied to small distributed loads.

Vital Functions Described

To get a clearer picture of how such a system operates, let us get acquainted with the functions of its most vital parts.

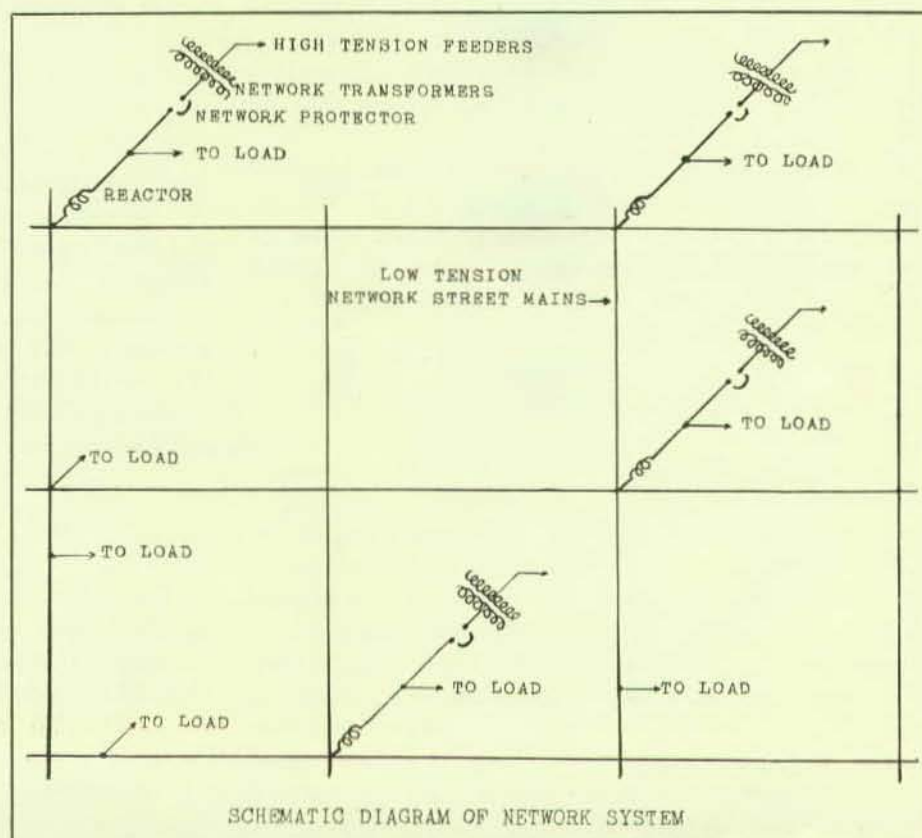
The network transformer may consist of a single polyphase unit or three

single-phase units, the average capacity of such a three-unit bank being anywhere between 100 and 1,000 k. v. a. The primaries of the transformers receive their current directly from the power plant, most likely at the generated voltage of between 11,000 and 27,000 volts. The primaries may be either delta or star connected, but the secondaries of the transformers are invariably star connected, with the neutral point grounded. Thus we obtain a three-phase, four-wire distributing system where the voltage ratio between any two of the outside wires and an outside wire and the neutral is 1.73 (square root of three). The prevailing distributing voltages are then: 216-125, 208-120 and 199-115, the 208-120 system predominating.

The secondaries of the transformers are connected to the network protectors and, when the circuit breakers of the latter are closed, they are connected directly to the consumers' busbars and also (through proper reactors) to the network street mains. The consumer's busbars are thus permanently connected to the network street mains, and to the transformer secondaries only when the network protectors' circuit breakers are closed.

The network protector may be mounted directly on the polyphase transformer or, as in case of three single-phase units,

(Continued on page 138)



JOURNAL OF ELECTRICAL WORKERS

Official Publication International Brotherhood of Electrical Workers

Devoted
to the
Cause



of
Organized
Labor

Volume XXXIII. Washington, D. C., March, 1934 No. 3

Current Pessimism About Union Labor

Just now there is being aired much pessimism about union labor. This comes not only from traditional enemies, but from loyal friends. Pessimism isn't always bad, because it presupposes a yard-stick, a standard—a hope—even a vision of a greater and more powerful labor movement. It is because labor appears to have fallen short of an attainable ideal that friends feel discouraged.

This is being written not to stave off criticism, but to illuminate labor's present problems and difficulties, and to bring about fuller understanding, if possible.

The chief cause of complaint is labor's slowness in adapting itself to the New Deal. Where this slowness is due to wilful obstruction, or to refusal to understand that a new era of industrial control has arrived, or where it is due to a perverse adherence to old methods, and stubborn, pitiable clinging to old ways for the sake of old ways, it is to be deplored. But the tardiness is not due in large part to these factors. It is due to a variety of causes all reaching deep into our economic life.

In the first place the labor movement is a democratic movement. It can't swing with every turn of the tide, as easily as can autocratic business, or even the government. By the sheer difficulty of communication as between its separate units, labor will respond to any set of facts or ideas much more slowly than any other social group.

In the second place, labor is in the midst of a depression. Its treasuries are impoverished. Its members are discouraged. Some of its branches are paralyzed. It is greatly understaffed and undermanned. It hasn't the money to build new departments, or to put on extra men. Incidentally, it is to be noted that not another section of the population has failed to receive subsidies from the government—save labor. The farmers have been subsidized. The banks and insurance companies have. Big business has. But labor still waits the beneficent hand of the giver. Yet, in spite of these facts, labor unions are going concerns, still vital forces in the state, and still serving the common good.

In the third place, NRA and other new departments of the government have made so much work for all labor officials, that they have been unable to do their normal work, to say nothing of performing the new tasks which present themselves. They have been forced to fight to maintain their organizations before an organization of generally hostile business men. They have been struggling to see that sound precedents are set up. Had they not done this, they would have received the same kind of criticism as they are now receiving for not organizing all industry in six months' time. The life of a labor official, at its best is devoid of the little appreciative rewards which come to most men, but during the last year, labor leaders have had not even the doubtful pleasure of leaning back in their chairs once in a while and letting the rest of the world go to the hot place.

In the fourth place, the organization opportunity, we believe, has been greatly exaggerated. Much current criticism rests upon the assumption that American workers are clamoring for union entrance. This is an error of fact. It is true that the organization opportunity is large, but the fact that 400 company unions were instituted between June and November, suggests that American workers still know the whip and still answer the call of ballyhoo. NRA has been a total loss as an aid to organization; and this is said, with full understanding of NRA'S position that organization is the union's job; also with full understanding that the law says that there shall be no coercion of workers into company unions.

Organization is going on. It will go on. Perhaps it is just as well that it does not proceed too rapidly, for new men must be absorbed wisely, and must receive proper education in union principles. Workers governed for years by the propaganda of big corporations are not ready for participation in the democracy of labor.

We know that new ideas, new attitudes and new forces are at work on labor. These have not shown themselves as yet. We believe they will. We are confident that the "elder statesmen" of labor are trained long and well enough in democratic leadership to respond to these new forces. We are confident that they will make changes in policy, and machinery, when necessary, in response to these new forces. We are also aware that labor is, like other sections of our human population—human. It has its share of meanness, stupidity, general cussedness, and reaction.

What labor needs is understanding. What we all need—all labor, liberal, social and consumer groups—is more understanding. The situation is grave. NRA has developed a kind of benevolent Fascism. The benevolent quality will last until a new scarcity of goods appears. Then labor will get the knife in its bowels. The only thing that can prevent this catastrophe is awareness first, and organization second, and organization, third, and fourth.

The Place Of Labor

There is a story going the rounds in Washington, among those who know, to the effect that when a person high in the National Recovery Administration is feeling the glow of the evening cocktail, he confidentially reports "We have got labor right where we want it". This may be a comforting thought to the high official in question, but it is not true. Neither Hitler nor Mussolini have labor right where they want it. The dictators may have been able to greatly injure labor, to hamper organization and to set back considerably the progress of civilization, but they have not been able to build a system of planned economy in which labor does not count for much. On the sentimental side the term labor represents the people; on the distribution side the term labor represents the consumer; on the production side the term labor represents the producer; and in a planned economy such as appeared that the National Recovery Administration was desirous of erecting, labor was not only the excuse but the goal of achievement. The aim of a planned economy is a balance of production, distribution and consumption in such wise as to give comfort to every family. This must be accomplished through the creation and maintenance of purchasing power. This has been a labor principle for years and if the high official in question really believes that he has labor right where he wants it, it is a confession that he has maladministered his job.

A New Danger

It may seem like the croaking of a daft brain, but there is danger of too much prosperity—that is, too much production. Steel production is at 43 with chances of reaching 55 by June. When one understands that 60 is the high-water mark of steel production, he can understand what we mean. Production is again out-running payrolls—consumption—as it did last July, with the inevitable counter-slump pending.

The whole situation suggests anew the question, can the profit system plan? It appears from these facts that it cannot. It cannot raise wages faster than profits, it seems. Until it learns this trick, we shall have NRA economy prolonged indefinitely.

A Volcano Is Not a Dead Cat

General Johnson has found that instead of sitting upon a pile of dead cats he has been sitting on a volcano. He has mistaken the temper of the American people. He has believed that he was capable of taking over an instrument designed for recovery of the whole people and make it a tool of the business class. He should know well enough this is impossible. The NIRA would never have been voted by Congress in March, 1933, if anybody had had a picture of what it was going to turn into. It was a matter of common knowledge in March, 1933, that the business class was the favored class. Anybody who knew anything about Washington knew that through their lobbies and their paid representatives and their expensive lawyers, big business had long had more than extraordinary influence with the government. It was not enough then under the National Recovery Act for General Johnson merely to open a door through which these lobbyists, representatives and lawyers could pass. He should have closed

some doors. He should have conceived the Recovery Administration as a just instrument of the common good and not merely a favored weapon of those who need favoritism the least. General Johnson may continue to call the volcano a dead cat but sometimes volcanoes have a way of getting even.

An Old World Is Dying

An old world is dying. Make no mistake about it—it is dying. The age of drift, of trusting in beneficent economic gods is over. We are in a new cycle, a cycle we believe and hope shall mean the creation of a better, more humane civilization. It is doubtful that an American citizenship as generally literate as ours will permit itself to be indefinitely thwarted from reaching a good life. There are plenty of natural resources; there is a superabundance of mechanical equipment; and there is management intelligence enough to produce and distribute comfort for all. Where finance stands in the way it will be eventually removed, and men will win to a fuller life.

President Roosevelt Does Not Falter

The magnificent courage of the President of the United States was revealed again when he faced the Congress of Code Authorities, composed of business men, and told them certain plain truths. His speech deserves quotation in full but waiting presses do not allow us to pay him this courtesy. Here are extracts:

On company unions,

"One more subject I call to your special attention. The law itself has provided for free choice of their own representatives by employees. Those two words 'free choice' mean just what they say. It is obvious that the government itself not only has the right but also the duty to see, first, that employees may make a choice and, secondly, that in the making of it they shall be wholly free. I ask that the letter and the spirit of free choice be accorded to its workers by every corporation in the United States."

On the profit system,

"No one is opposed to sensible and reasonable profits, but the morality of the case is that a great segment of our people are in actual distress and that as between profits first and humanity afterwards and humanity first and profit afterwards we have no room for hesitation."

On the way out,

"With millions still unemployed the power of our people to purchase and use the products of industry is still greatly curtailed. It can be increased and sustained only by striving for the lowest schedule of prices on which higher wages and increasing employment can be maintained."

"Therefore, I give to industry today the challenge: It is the immediate task of industry to reemploy more people at purchasing wages and to do it now. Only thus can we continue recovery and restore the balance we seek. It is worth while keeping in the front of our heads the thought that the people in this country whose incomes are less than \$2,000 a year buy more than two-thirds of all the goods sold here."

It was an historic occasion. It took only a little imagination to see that for the first time in the United States here was an industrial congress being addressed in person by the President with a message more specific and important than his messages to the political Congress on Capitol Hill.



WOMAN'S WORK



MASTER THE TECHNIQUE OF EASY HOUSEKEEPING

By A WORKER'S WIFE

THERE are tricks to every trade and there is no trade that has more tricks to it than keeping house, because this is a dozen trades in one. The woman who has small children and cannot afford to hire help, and the woman who has a job and also must care for a home, will find it particularly necessary to master the trade of keeping house easily, deftly, with the minimum of unnecessary effort, or she will become a victim to exhaustion from her own frantic labors.

Doing things with a minimum of effort really seems impossible for some women, for they must fuss and agonize over everything they do, from having a guest for dinner to laundering a handkerchief. Formality and perfection in every detail is all right for those who can afford it—those who have the time and money for it—the right flowers on the table, the right glassware, the right food cooked and served perfectly. But those of us who cannot do things formally should simply not try. Most people really do not enjoy formality, and that strained expression on the hostess' face that shows she is wondering, "Am I doing this right?" produces the most acute discomfort. Similarly, members of the family will be made uncomfortable if mother is continually in a state of high-tension nerves. There are many sons and daughters, and husbands, too, who cannot spend a happy, restful evening at home because of a woman who is a too-perfect housekeeper.

Of course I am certainly not advising you to be slovenly or careless because nothing is more fatal to craftsmanship than this attitude and certainly nothing is less attractive than an untidy home and an untidy woman. It is rather that I believe we must become master craftsmen, so sure of our skill that nothing we do has to be worried over. Every detail of home-keeping is carried on in a strong, firm, easy manner, and if there is an occasional mistake or failure—and we all have tried recipes that didn't please the family—we don't cry about it, but remember not to do it that way again.

Encouragement of the right habits in other members of the family is very helpful. You are the home manager and you must train them just as a craftsman trains an apprentice. You cannot expect them to do things perfectly, but you can expect and demand a certain standard of excellence. Once habits are formed, everything goes easily. There

is no reason why you should have to pick up and put away the clothing and personal belongings of members of the family. Children can be trained to make their own beds and keep their rooms tidy. They can be trained to keep their clothing neat and do necessary small repairs themselves. In training your children to be neat you know you are doing something that is really to their advantage, for when they grow up they will be judged by other people partly on their appearance. If they have always depended on you to sew on the buttons and snappers, and mend up the rips and tears, it will be hard for them to get in the habit of doing it for themselves.

Every One Should Work

Every member of the family, unless he or she is ill or too burdened by work, should have some task in the home to do and to be responsible for. Dishwashing, dusting, care of the furnace, mowing lawns and other such jobs should be distributed to those best able to do them. Daughters should be trained to help with the cooking and when they have homes of their own they will appreciate the experience they have had with you. When your daughter is sufficiently competent to do so, you can ask her to prepare and serve dinner one night a week, giving you time for shopping or visiting. Some men love to cook; there are many husbands who can prepare an excellent dinner and enjoy doing so. This is really grand for the wife, particularly if she is employed, and it's a wise woman who will praise and play up to her husband's interest in cooking.

On any job, you must have the right tools and keep them in good condition. In home-making this is certainly true. There are so many labor-saving devices that really save time and money that we can't help wishing we could have them all. However, we can't afford to buy everything we see advertised so the important thing is to get those that are most useful and to be sure that we pick out those best suited to our needs, most easy and economical to operate, and most durable. There are plenty of fancy gadgets that really make more work than they save, but such conveniences as a vacuum cleaner, electric iron, electric refrigerator, washing machine, and a good gas or electric stove would be standard equipment in every home if we could afford to buy them.

There are also many small tools, such as good paring knives, cooking utensils, cleaning and dusting equipment, that are important. Even so small a thing as a good can opener, one that turns in the edges so you can't cut yourself, is valuable to you. The arrangement of your kitchen should be such that you are saved unnecessary steps in preparing food and cooking it, washing and putting away dishes. Plenty of light in the kitchen, both from windows and electric lights, is another thing we all want and appreciate.

Simple Foods Best

In our cooking, let's not get the habit of serving concoctions that require elaborate preparation. Some of the most enjoyable meals are prepared by putting the right combination of meat and vegetables and seasonings into a baking dish, putting it in the oven and letting the dinner cook quietly by itself until it is done. A baking dish with a tight cover is one of the grandest labor-saving devices I know. Serve soups, salads and desserts if you want to, but never all of them at the same meal.

Did you know that you could train appetites? Yes, you can train your family to have appetites that must be satisfied, not the kind that must be tempted. I suppose not many of us are bothered by the kind that have to be tempted right now, but you will find that it is a great convenience to have a family that will sit down and eat so heartily of a well-planned one-course dinner that they couldn't eat a dessert if you offered it to them.

If you have room for it, a nice table and chairs or comfortable benches in the kitchen for meals, is grand; and clean, bright oilcloth is much preferable to a spotted table cloth.

Since you have the task of keeping the commonly used rooms of the house—the kitchen, bathroom, dining room, living room—clean and tidy (assuming that members of the family care for their own bedrooms), in selecting furniture choose what is durable and easy to keep clean and do not buy something just because it is comfortable and good looking. Of course we want attractive rooms but we will avoid making replacements if we buy furniture that will not become scratched up or soiled quickly. Try to buy furniture that you can live with and enjoy for a long time.

(Continued on next page)

Women's Auxiliary

WOMEN'S AUXILIARY L. U. NO. 292, MINNEAPOLIS, MINN.

Editor:

It has been some time since you have heard from our auxiliary. We are still carrying on and hoping for a brighter and happier year than 1933.

Election of officers was held in January. Mrs. G. Nelson is our new president; Mrs. P. Bartholoma, vice president; Mrs. E. Shultz, treasurer; Mrs. E. Velin, secretary; Mrs. J. Davies, conductor; Mrs. H. Skeldon, warden; Mrs. O. Thue, trustee, and Mrs. W. Nessler, press secretary.

We are busy with plans for improving and aiding our auxiliary. With Mrs. H. McDonald as chairman of our ways and means committee, we are sure of many profitable and pleasant social functions.

Looking back over the three years existence of our auxiliary, we realize we have not accomplished all that we so hopefully planned. But with our men unemployed, it was difficult to meet and work with the needed enthusiasm. Yet the benefits derived from uniting and working for our common cause have been of more than mere material gain. We have learned the lesson of co-operation and forbearance. Friendships formed here have brought much pleasure to one and all.

So we go into 1934 with high hopes for a better and bigger auxiliary.

Our best wishes to all sister auxiliaries and may we have more letters in the WORKER.

MRS. W. NESSLER.

225 W. 15th St., Minneapolis, Minn.

Some women are bric-a-brac addicts and I must admit that they get delightful effects with their arrangements of colored glass, china animals and figures, bowls, vases, brass, copper, lacquer and such pretty trifles. However, I never look at a table or shelf ornamented in this way without thinking what a lot of trouble must be required to keep them dusted and polished. Unless you really love these bits of decoration and think it worth the time to keep them looking nice, why bother with them? It certainly is not necessary to have every table, the mantel and the buffet covered with numerous small objects that have to be taken off and dusted at least once a week.

The technique of keeping house in an easy, graceful manner consists of avoiding the tasks that you don't need to do; that is, in arranging your household routine so that those tasks are not necessary; and in doing those that are necessary in the most straightforward, workmanlike manner.

If you succeed in life, you must do it in spite of the efforts of others to pull you down. There is nothing in the idea that people are willing to help those who help themselves. People are willing to help a man who can't help himself, but as soon as a man is able to help himself, and does it, they join in making his life as uncomfortable as possible.—E. W. Howe.



Courtesy U. S. Bureau of Home Economics

Easily Made Cake Frostings

By SALLY LUNN

Help! Help! Yes, here's help for those who can make a fine light layer cake but have trouble with the icing. Here's a dandy recipe from the Bureau of Home Economics that makes a delicious icing with a crisp, glazed, tender crust over a soft, moist coating. You can use vanilla, chocolate, or caramel flavoring, or add fruit and nuts to any of these flavors.

Easily Made Cake Icing

The trick is to make the icing from start to finish in a double boiler. You put everything but the flavoring into the double boiler at once—sugar, salt, water and unbeaten egg white. Then you begin to beat steadily with a Dover egg beater and keep on until the frosting is almost thick enough to spread. It will thicken more after you take it from the fire, add the flavoring and continue the beating, but if it should remain thinner than you expect, you can put it back over the hot water for a few minutes longer without detriment. Use a thin, broad knife or a spatula, dipped in hot water, for spreading. If you are icing the cake on the sides, add half as much again of each ingredient.

Vanilla Icing

- 1 cup sugar
- 4 tablespoons cold water
- 1 egg white
- $\frac{1}{8}$ teaspoon salt
- $\frac{1}{8}$ teaspoon vanilla

Put the sugar, salt, water, and unbeaten egg white into the upper part of the double boiler, and have the water in the lower part boiling. Commence beating the mixture with

a Dover beater at once and beat constantly while it cooks for about 10 minutes. It should then look like ordinary boiled icing and should be almost thick enough to spread. Take it from the stove, add the vanilla, and continue to beat until it has thickened and holds its shape on the beater. If it has not cooked sufficiently, place it in the double boiler and recook for a short time. If it is too stiff, add a small quantity of water and cook again. The cake should be cold when the frosting is spread on it.

For chocolate icing, break two or more squares of unsweetened chocolate into the vanilla frosting just before it is ready to remove from the stove. Beat until the chocolate melts and the frosting becomes thick again. Remove from the stove, add the vanilla, and continue until of the right consistency to spread.

Bitter Chocolate Icing

Another simple but very satisfactory icing is one of my own "discoveries in cookery." This is a bitter chocolate icing that seems to be a particular favorite with the men folks, and is intended to go with a white layer cake.

Melt in a double boiler four squares of dark cooking chocolate. When the chocolate has melted, remove from fire and stir into it one-half of a can of sweetened condensed milk. Then add enough milk, about two tablespoonsful, to make the frosting easy to spread. This may be spread on the cake at once, while cake and frosting are both hot, and it will not run, and remains creamy and soft for days. Add vanilla flavoring if you wish.

Bulletin of the I. B. E. W. Radio Division

« « Prepared and Circulated by New York City Radio Unions for the Entire Industry » »

BY this time the code for the broadcasting industry has been in effect for nearly three months. As recently as February 27 of this year, General Johnson reminded us that "the National Recovery Act is an attempt to spread employment, increase wages and make definite the rights of labor." Let's see what the broadcast code has done for the technicians.

In the matter of spreading employment, we were promised by the N. A. B. that "the reduction in hours will require the re-employment of some 765 men." We ask, where and when were these men employed and in what capacity? In the New York area, the most fertile market in the country for trained radio technicians, we have yet to learn of a single instance where a job was filled as a direct result of the code. Everywhere applicants receive the same answer, "We're not adding to our staff at present." Letters received from points throughout the country echo the same sentiment. We have yet to hear of a single new position created at any station.

In the matter of increasing wages, the ever generous N. A. B. again assures us that the code will increase existing payrolls at the estimated rate of \$1,328,000 per year. Is the technician getting his share? We doubt it. In a few isolated cases the wages have been increased to meet code requirements, but in the great majority of the reports received we find that employers are capitalizing on the dilatory tactics, the sheer inertia, of the Code Authority in ruling on the wage classifications. We have reported violations on the wage provisions, but after two and a half months, the Code Authority is still pondering, still stalling, still about to promulgate interpretations on the wage classifications on a routine task which should only require a few hours to clear up. This is not surprising, of course, with employers or their agents in the majority. We should expect them to be more concerned with their schemes to fix prices and guarantee profits than to waste time on technicians' wage problems. In the meantime station owners benefit and the technicians stand to lose thousands of dollars unless salary increases, when and if granted, are made retroactive.

Abuses Enumerated

As far as making definite the rights of labor is concerned, we consider the code worthless when our reports indicate "such practices as paying 70 to 80 per cent of a man's salary in trade or

merchandise, making men work seven days per week at an average of a little over 10 hours per day, always threatening that if a technician doesn't like his conditions he can look for another job, paying chief operator and second operator the same salary, the code minimum, when the chief operator bears the main responsibility for operation and maintenance of the station; raising a man's wages to code minimum, then cutting off his transportation compensation, when such action leaves him a net gain of

**BUSINESS MANAGERS OF
ALL LOCALS ARE RE-
QUESTED TO DISTRIBUTE
THESE BULLETINS TO
ALL RADIO TECHNICIANS
IN THEIR RESPECTIVE
TERRITORIES.**

exactly nil; making a man who has worked satisfactorily for two years on a C. B. S. station pass his F. R. C. license examination, or else being fired—then being offered the job back as an apprentice for about 25 per cent less than before (\$12 per week); making an operator at a shared-time station work a day shift, and then return for two hours at midnight—even though he must get up at 5:45 the next morning and work that whole day until 6 p. m.; making operators announce; making operators sell advertising during the day and work the transmitter at night; delaying pay checks anywhere from three days to two weeks; giving no relief at all or days off." We have quoted from a report on conditions prevailing in only one city. Here, in part, is what another correspondent has to say: "In many industries undoubtedly the NRA codes benefited the employees but for broadcast technicians, already long down-trodden, the code proved nothing less than a travesty of justice. Apparently those in charge of the hearing had no more knowledge of the qualifications required of a broadcast technician than the N. A. B. cared to give them. He was apparently classed in the same category of a factory worker who mechanically tends some piece of machinery. Even lower, perhaps, for this same factory worker fares much better under his NRA code than the broadcast technician."

What incentive remains then for the latter? Why should he put in intensive study and work to qualify as a radio technician; spend two gruelling days on an examination for the Federal Radio Commission's license, only to obtain a nerve-wracking position where he will be permitted to work 48 hours a week, the hours spread over any time of the day and night, for a compensation of as little as \$20?

With the advancement of the radio art and the refinements in broadcasting, requirements of a radio operator have constantly grown more rigid. When the writer obtained his first license in 1917 only a knowledge of spark telegraph transmitters was required. With this knowledge and no previous experience, he was able to earn \$125 per month with board, equaling an actual salary of 150 to 175 dollars. Today—after 16 years experience—he is fortunate to be earning \$25 dollars a week, though the license he now holds covers a far wider scope, and his responsibilities and the amount of work he is required to do are also far greater.

Demands High Qualifications

The average broadcast technician is at least a high school graduate. He has put in considerable study and experience before qualifying for the rigid license requirements and throughout his career he is compelled to keep up constantly with new developments in electricity and radio just as the successful doctor of medicine must do in his field—yet the code sanctions his being placed on a lower wage and working condition level than the average industrial worker.

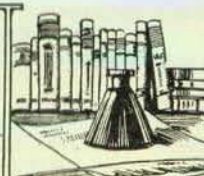
According to the present broadcast code the wages are lowest of all at the smaller stations and yet it is on these very same stations that the broadcast technician must be most versatile and skilled in his business. On most small stations the technician must be prepared to do anything from steeplejacking to janitoring. He must not only be an operator and sometimes an announcer, but also be fully capable of designing and building equipment for the station—often with such a lack of materials and instruments as would make a laboratory trained engineer throw up his hands in dismay. Yet he is to be paid as little as \$20 per week. Can you blame him for envying the unskilled laborer?

The writer is convinced that the stations which may have been compelled to reduce working hours or increase wages to conform to this code represent a very

(Continued on page 137)



CORRESPONDENCE



L. U. NO. 1, RADIO DIVISION, ST. LOUIS, MO.

News of that growing radio division of the International Brotherhood of Electrical Workers, from the desk of the press secretary of the Pioneer Radio Division of L. U. No. 1, I. B. E. W., 1018 S. Boyle Ave., St. Louis, Mo. H. P. Koenig, business manager; W. F. Ludgate, chairman; K. A. Crank, secretary; Bill Keller, press secretary.

Our aim and hope: That all radio technicians carry an I. B. E. W. card.

Our slogan: "Where electricity goes the Brotherhood goes."

Editor:

Boy, was it good in looking over the December issue of the WORKER to see all those letters in the correspondence section of our magazine from the radio locals in various parts of the country. And not very long ago there was just one of those, but now it is different. And I know from past experience that they will be looked forward to eagerly each month and will be of great help to the I. B. E. W. man out in the field trying to make that list grow each month. And when I say that it won't be long before the Editor of the WORKER will have to add a section for radio men exclusively, I mean it, for reports from all over show that this is what is going to happen. May I add and request of the various business managers and newly elected press secretaries that they send in all material possible on the progress being made in the movement of organizing the radio technicians.

Under a separate heading an appeal has been made to all I. B. E. W. men that they immediately make a survey of all unemployed men—that is, radio technicians—in their locality, get their names, addresses and date of start of unemployment, if licensed men, the number of the license and, if not, their experience in studio, etc. Then have them sign that protest to the 48-hour week in the code. Let's repeat and even make a better report to the I. O. than we did in the drive for NRA representative slips, petitions, etc. An advertisement in your local newspaper should get the men unemployed to get in touch with you, if it is written up properly, for instance: "Wanted, radio technicians, licensed operators and control men—write giving experience and qualifications. Telephone number. Box 000." Then get them to call on you and the rest will be easy. But don't stop at that; see to it that every unemployed radio technician in your locality in short order has his name to that protest petition. And it is important, also, to get all the employed men to send in their protest to this 48-hour week. They will be glad to do it, as it will assure them of a job and help their Brother operators get a job. It's a big job,

but it can be done. The I. B. E. W., although pinched for time, made a splendid showing when our International Office representatives showed up at that hearing with authority to represent the men from more stations than the National Association of Broadcasters did. That is something to be proud of, but in this survey let's make a clean sweep of it. We have now a better foothold than ever.

A recent bulletin issued by the electrical workers showed the progress of the I. B. E. W. from its beginning in St. Louis, Mo., to what it now is. Some mighty fine work was done by those men who started the local that is known as L. U. No. 1 of the I. B. E. W. They saw it grow into a national institution, then when Canadian locals were started into an international organization. This local is our parent body and we, the operators belonging to the radio division of L. U. No. 1, are proud of this fact and hope that we, being the start of the radio division of the I. B. E. W. some years ago, have held up our end of the movement to organize the radio men, and so far we have been able to see quite a bit of headway being made and hope to see the day when they will be spread out over the continent just as our parent and sponsoring body, the I. B. E. W., is. Remember that slogan, "Where electricity goes the Brotherhood goes." The radio industry is a great branch of the electrical industry.

A network of short wave amateur radio stations, better known as "ham stations", is being rapidly built up and if there are any union radio men in your territory operating such, let's have their names, call letters and hours of operation so that in the next bulletin we may have a fairly complete list.

What new locals are there? Well, I can't release all the dope on that right now, but will say this: On the west coast the newest

group is Radio Local No. 24, I. B. E. W., under the leadership of Business Manager Dan Kennedy. The address: 1918 Grove Street, Oakland, Calif. Further on in this bulletin is a bit of news from the Brothers in Oakland. The members of Local Union No. 1 salute you, Brothers of Local Union No. 24, and send you their best wishes for every kind of success possible and we will be looking for a monthly letter from you to keep us informed on just what's happening out there.

Another new group is Radio Local No. 253, of Birmingham, Ala., and from all reports we have received they all are right on their toes and our congratulations go to them, too, for their splendid work. We are sending an invitation to their press secretary, Chadwick M. Baker, to keep us posted on their territory.

Although not new members we must have a word of praise for the members of the New York radio unions for their splendid work in connection with the organizing of the radio men. Under the able leadership of their radio representative, Louis Jurgensen, they have made splendid progress. I understand they are connected with Local Union No. 3, of New York City.

Up in Chicago, the "Windy City", a word of thanks to Brother Maynard Marquard and his boys. The labor station, WCFL, of which Brother Marquard is chief engineer, gave the Brotherhood time on the air so that the radio operators of that territory could be reached. All the other things they have done have helped a great deal to get things moving as fast as they are.

Business Manager Seystre, of Local Union 347, Des Moines, Iowa, says that there will be another local soon. Also we have word of favorable news from Business Manager Mitchell, of Local Union No. 22, of Omaha. More from Local Union No. 48, of Portland,

Oreg. It is our wish that these Brothers keep us informed of their progress each month.

What questions are the radio men that you contact asking? What snags are you running into? Just a couple of lines but they mean much. Let's hear from you fellows and hash it out in these writings. It may help some Brother a great deal when he runs into the same thing when tackling some doubtful radio worker.

International Representative Thomas R. McLean has been hard to keep tab of during the past month racing back and forth taking care of something here and there. I recall one time some nine months ago when he drove over 1,000 miles to answer an urgent or rush call. But from the way things have been happening, he has probably let the old bus set many a time and hopped aboard a plane because from reports of the ground covered and in so short a time, he must have stepped on it.

"YOU AND I"

*My friend and Brother, I have been thinking
Just why has God taken our friend away.
If he had taken "You o'er I"
The matter would not amount so much.
He could accomplish more than "You o'er I."
His spirit was so full of life,
No battle seemed too hard to win;
But he just kept on fighting for "You and I."
In the days when battles were many,
When our conditions in life was beginning,
He started the fight for "You and I."
When brains were needed, he was there;
When strife was on, he was there, he loved a fight;
But to think he did it just for "You and I."
It seems when friendship is mellowed by years,
And when we really understand each other,
And the respect for a fellowman is high,
God calls, leaving just "You and I."*

W. S. PINDAR.
February 21, 1934.

In memory of our friend.
"DAN" CLEARY.

But I must not pass this up. In the January issue of the Radio News there is a paragraph telling of the good work of the A. R. T. A. during the hearing, saying that their representative prevailed and that there was trouble with the I. B. E. W. and so on. Well, that bulletin, issued by the International Office immediately after the start of the NRA code hearing, gave the dope on that situation. A letter was promptly sent to the editor of the Radio News and here's hoping that they will publish the correct information on that hearing and in the meantime it may be a good idea to have in hand a copy of that first bulletin of the radio division so as to convince the boys that you contact, that the I. B. E. W. represented the radio man.

That small but mighty radio magazine, named "C. Q.", has been monthly carrying a page with the heading, "International Brotherhood of Electrical Workers." If we manage to break into print in Radio News and, together with the column in "C. Q.", the space in the WORKER and the bulletins sent out by the New York local, the various press secretaries can say that things are clicking, but if there is any publication that you can obtain space in, one that will reach a great number of the radio men, get after them and let us hear from you. The more publicity, the better it will be. I can recall when there was just an item or so in one booklet every month or so. Another fact is that whenever a group of fellows get together and think about forming an organization the first thing they want to know is what are the other fellows doing, and I don't blame them.

This story, tale or letter, whatever we may name it, is sent to us by Brother Kennedy, business manager of that new local in Oakland, Calif:

"It was back in 1928 that I first tried to start a union for radio men in San Francisco. We all were making good money those days, but every time I picked up a radio magazine and saw that visaged man pointing an accusing finger at me, claiming that he had a \$100-a-week job waiting for me as soon as I completed his course in radio, I could picture thousands of little radio men being ground out of these schools to take our jobs for less than we were getting. The more I studied this fellow's picture, the more I disliked him and finally he got my goat completely and I decided that we needed a union. I went to all the radio men I could find in San Francisco and tried to convince them that we needed an organization to protect our jobs from this inflow of school kids. I managed to see about 300 men and then went to the Labor Temple to find out how to start a union and who had the jurisdiction for these men. Among the card tables I saw a dense cloud of black smoke and on closer investigation I found the smoke was coming from a man with a long black cigar in his mouth. He introduced himself as Harry Brigaerts, business manager of L. U. No. 6—now International Vice President. Brother Harry advised me to get in touch with the International Secretary and tell him my story. This I did and was rewarded with a letter instructing me to contact Brother Vickers, who would get us started.

"Now follow this paragraph carefully and you will know just what we are up against out here. I went around to all these men again and told them that we would hold a meeting on a certain night to sign up and apply for our charter. My boss heard about it the day before the meeting was to be held and that night I was among those seeking employment. He had 26 radio men working for him then and he

told them exactly why I had been fired. That left only 275 men to work on and he called up a few of his boss' friends and by the time the meeting was held there were only 20 men left. We held the meeting just the same but were defeated 19 to 1. I was the one. At the close of the meeting I stood up and created a new name for each of these spineless wonders and then wound up with a name for them as a whole. Results—no help wanted. After a few days the Pacific Radio Trades Association started a nice little association for radio men. The secretary of the P. R. T. A. called me in his office one day and asked me to quit trying to start a union at that time. He stated that after all the men had signed up in the new association it would be an easy matter to apply for a charter with the I. B. E. W. He also showed me a card from a local of the I. B. E. W. in Sacramento and stated that he was for the union 100 per cent but that I was going at it in the wrong way. He also agreed to lift the boycott against me if I would cease activity until the time was ripe. I didn't realize at this time just what I was getting into but it didn't take very long when I found out that a certain large utility company was paying half of the operating expenses of the P. R. T. A. and that the board of directors were all C. of C. men. When I was sure that there was no mistake in the information I had I started to talk union at the meetings of the association. Result: 'Your services are no longer required.' Failure again.

"The next attempt was made a year later. I met Brother Galliac and Brother Feeley out hunting in Oakland one day and immediately started talking up a union for the radio men. These Brothers thought it was a splendid idea, so we worked up a list of names and where they worked and they started out after them. After a few days of fruitless effort Brother Amos remembered a meeting in Siberia and that finished that attempt.

"Now we are in the depression up to our ears. It is the first of August, 1933, and we are trying to figure out how to inflate our meagre earnings to pay all the bills. All the boys of 1928 have been replaced with highly trained school boys, who are working from 10 to 16 hours a day for an average of \$12 a week. The old-timers are all trying to exist in shops of their own. An association of independents attempts to put over a code for the radio men. I am not interested in them until I hear a remark that is made by one of the big boys, 'Sounds like unionism to me'. I angle a copy of the code and read it through. Now is the time, I again enlist the aid of Brother Galliac, of No. 595. We start out and give them h—l. We call a meeting and after several hours of battle manage to get 10 men on the dotted line. Result: Local 24, and success.

"It has been a long hard fight to get started and it is only started for the opposition is terrific. All these men realize that they are desperately in need of organization, but they know that they will be fired as they sign up. As a result it is necessary for a long-drawn-out fight with each employer before we get the men in. Along with this opposition we have the competition offered by the I. A. T. S. E. At a recent meeting in San Francisco there were over 60 broadcast technicians present who wanted to organize.

"There has been a new game created out here by the station managers. They all get around the table with a shyster lawyer and play 'Find the Loophole' with the national broadcast code. According to working con-

ditions of a couple of stations here the code must look like a Swiss cheese. While they are busy trying to find some way to pay the operators the janitor's scale we are sneaking up on one or more of their slaves, so by the time they get it all figured out they will have a nice little agreement waiting for them to sign.

"We are proud to announce that we have two union stations in Oakland. They are KTAB and KROW. We have two more started in Oakland, and three started in San Francisco. Most of the boys out here would like to see a list of the stations published monthly in the JOURNAL so that we can watch the progress and use it as a better selling point.

"We now have 77 good applications, some of which are paid in full and initiated. Our charter was installed November 7, 1933, with 20 names on it. We have had nearly 200 applications but have lost some to the I. A. T. S. E. and have had to drop some for non-payment. The ones we have lost to the I. A. T. S. E. have been unemployed men, so we felt no great loss as they are not real members but applicants with no money down.

"Our jurisdiction has been granted permission temporarily to take in broadcast men, sound men and service men, and includes all of northern California. I believe the hardest part of the job is over and that we will grow rapidly from now on. We are starting a campaign for new members in the other towns on the first of the year. The fellows out here are not getting much money and they are all broke until after Christmas, so at the present writing we are cleaning up local details.

"I think that you now have a fair picture of our condition out here and will agree that we have done a good job in the face of the terrific odds against us. We will have a long, long fight yet, but here is one Irishman that will never give up as long as there is a prospect to work on, a corporation to fight with or a "skate" to put on the unfair list.

D. KENNEDY,
"Business Manager,
"L. U. No. 24, I. B. E. W."

Whew! What a fight those boys are having! But note the cheering in between those lines. We are for you, Brother Kennedy, and will be looking eagerly for the monthly letters showing your progress.

Now in closing may your press secretary say, "Has this bulletin been of interest to you?" and we hope it has been, and helpful, too. See you next month.

BILL KELLER.

L. U. NO. 7, SPRINGFIELD, MASS.

Editor:

Things around Springfield are pretty dull, although we are always looking for that elusive "just around the corner," that we have heard so much about. Perhaps some day we will hit the right corner by surprise. Anyway, let us hope so.

I have been thinking seriously about what the Brotherhood should do about organizing the non-union electrical workers. In my estimation, we are letting a golden opportunity slip through our fingers. It is my own belief that to have the non-union man in our organization is 100 per cent better than to have him on the outside chiselling in on our work. Now, one of the greatest factors that keeps the prospective candidate out—yes, and a great many of them are good mechanics—is our initiation fee, not only in Local No. 7, but all over the I. B. E. W. Now I can't see why a candidate for membership should be asked to pay high initiation fees.

Yes, some Brothers will raise the cry that the new members should pay for the benefits that we fought so hard to get. This is all well and good, but my idea of unionism is that we, as union men, should sacrifice something for the good of the cause, just as those old time union men did in order that we might derive some benefits. I would like to hear from some of the Brother scribes on this most important question.

To change the subject, quite a few Brothers are working on CWA projects. Of course, it isn't much, but it helps to keep up the morale. The NRA isn't helping out much—not because it isn't any good, but because these unscrupulous employers don't live up to the pledge they signed.

What we should have—and this goes for organized labor also—is a few more men with the integrity and backbone of Father Coughlin. His discourses over the radio every Sunday are very interesting and enlightening on subjects that I for one never realized existed in our good old U. S. A. I am not of Father Coughlin's faith, but I thank the Lord for being broad-minded enough to give credit where credit is due. And I most certainly give Father Coughlin my heartiest wish for success in his undertaking.

Well, Brother Editor, I wish to commend you for the supplement in the January WORKER, entitled, "Your Membership in the I. B. E. W." If more of the so-called Brothers would read articles of this type there would be more real union men. I think that our magazine cannot be beaten. Also, the cartoons by Brother Harrie Goodwin are very interesting. He really is in the wrong line; he should be earning a large salary with his pen.

Well, Brothers, I hope you will not condemn my letter because I am only trying to gain constructive and instructive information. And as this is my first attempt I hope you let me off easy. Also as I am sitting at home looking through frosty windows in sub-zero weather and wishing for the cash to go south, my sincere hope to you all is that my next letter will find you all working and all back dues paid up.

Greetings to all former Brothers of Local No. 7 who are now in other locals, also to Brother Hendricks, out West!

HERMAN G. NILSE.

L. U. NO. 28, BALTIMORE, MD.

Editor:

Last month we suffered an irreparable loss in the death of our loyal and faithful Brother, William W. Welsh. Bill, as we all knew him, was a real honest-to-God, loyal, true blue Brother, as well as a union man. The "In Memoriam" page carries a fitting sketch and brief history of Bill's life as a union man and we feel it will only be superfluous for us to write further, as the writer of the sketch seems to be much better informed than your press secretary.

A great many of the boys have gone to work on various jobs on CWA projects. It seems the electrical worker was a long time getting to work for the CWA, but he did get there and that is something to be thankful for. A number of the boys were out for a considerable length of time and the opportunity even for a little work, no doubt, is greatly relished.

We read with great interest the discussion in the JOURNAL on the wheres and whys of the bare neutral idea. This subject we find of late running into considerable discussion. There seems to be quite a bit of agitation in its favor, but on the other hand, a good deal of common sense and good engineering practice discourage the idea. In fact, court

READ

CWA works, by L. U. No. 292.
CWA works, by L. U. No. 212.
Unemployment insurance, by L. U. No. 723.
It's in the blood, by L. U. No. 77.
Building trades still depressed, by L. U. No. 53.
Conditions on Pacific Coast, by L. U. No. 569.
Good news from Tennessee Valley, by L. U. No. 760.
Solution of machine problem, by L. U. No. 465.
Need of organization, by L. U. No. 912.
St. Paul votes on power, by L. U. No. 110.
Presenting a wide range of experience, knowledge and program for practical men on the job.

decisions have even been rendered that seem to discourage or tend to discourage the practice of using a bare neutral.

We note that the I. B. E. W. played quite a part in the formulation of the various NRA codes and acquitted itself nobly in the eyes of the officials guiding and supervising these various codes. The prestige of the I. B. E. W. has risen considerably and we firmly believe that it is looked on as a real authority in so far as the labor element is concerned in regards to the electrical industry.

We learned from reliable sources that Brothers Hoffman and Parthree can handle beer and shrimp very ably, not to mention the pretzels. We don't mind as long as they make sure it's good American beer. We hear Eddie Garmatz chuckling to himself over this last crack.

R. S. ROSEMAN.

L. U. NO. 51, PEORIA, ILL.

Editor:

It is sad news we have to start with. On January 28 the wife of Brother Howard Polonus died after a very brief illness. Besides her husband to mourn a great loss are two children, Junior, aged 10, and Betty Eileen, aged 6. To Brother Polonus goes the sincere sympathy of Local No. 51.

On January 30 Brother Delmar E. McKinney passed away. Brother McKinney had not been feeling in the best of health. His family and friends did not realize his condition until a short time before his death.

Surviving are his mother, Mrs. Lillie McKinney, five sisters, one brother and an aunt and uncle, Mr. and Mrs. Burt Hayward, and to these Local No. 51, I. B. E. W., wishes to extend its most heartfelt sympathy.

The city police and fire alarm system is being rejuvenated, the work being done by funds from the CWA, but what grips this scribe the most is that a couple of coal miners have mugged in with an I. B. E. W. man sitting at the helm.

The new two-way police radios have all been installed and are working, so here is a question. Are the men operating these machines eligible for membership in our Brotherhood? If so, under what head? Please send all information to our recording secretary, Thomas F. Burns, 206 North Main Street, East Peoria, Ill. There will be about 30 or 40 of these men.

That there "Ike Bach" guy should come back to the old home town now and see the new distilleries and breweries as they are

nearly completed and about to start production. Also there is some talk of converting the old Avery plant into a distillery. And, oh, boy! them there chocolate sodies and maple nut sundaes, are they getting bigger and better? I says they are. The hunting season being over, we will have to rig up the fishing tackle; have to keep something on the table. As Lowell Thomas would say, "So long until next month."

THE WIRE FIXER.

L. U. NO. 53, KANSAS CITY, MO.

Editor:

First of all let me congratulate you on our last JOURNAL of the Electrical Workers. There was so much in it that we all should read and digest as much of it as possible and the entire contents of same were very interesting. It was filled with facts, ideas and thought. The designs and pictures as shown were of such a nature that most any one would enjoy them, and I venture to say that the picture on page 29 of the roast stuffed cured shoulder not only looked good but the possession of an exact likeness in reality would have looked and tasted good to many a Brother of the electrical workers, especially if he is one of the many unemployed.

The year of 1933 has followed the previous three years into the valley of eternity and, believe you me, that is where they belong, for there are very few of us who prospered in those four years to such an extent that they ever want to see another year like them. However, 1934 seems to be helped by President Roosevelt's promise of a New Deal and in my opinion he is dealing the cards very carefully in order to prevent a misdeal. How much better the world would be if each country had at its helm a pilot like President Roosevelt to steer them with such a fearless hand and be backed up universally as he has been by the people in the United States. We have our New Deal. What we need now is a deal of the same kind in every country in the world. It would be a factor of great importance and the world could soon say goodbye to the depression, war, and national strife as well, and all our President is doing is just using good common "horsesense." He seems to be using the simple formulae and enforcing each formula, and stays away from complications as far as possible, and he has proven that in such cases of emergency that we must turn to government edicts and how he enforces these edicts has won the hearts of all true Americans and many of those abroad. I have heard so much of knee action in the new model cars and I am sure our President has that, too, for when it comes to action he seems to be made of nothing but action and puts teeth in every act, regardless of whose feet it steps on.

The NRA and the CWA have plainly shown that this country intends to do something about the conditions and would do a lot more good for the country in general if we could get more men on the boards who know what the worker needs to keep the wolf away from the door and I would recommend at least 50 per cent should be members of organized labor and let the chambers of commerce of the different cities be in the minority, for their many actions have not been for the best for the worker, but to the contrary, they seem to have their old affections for the industries' and business' welfare, first, last and always.

Work has not picked up for the electrical worker, in fact, for all skilled labor, and, of course, will not until building and construction work that requires skilled labor is more plentiful but it is gratifying to see

so many at work on jobs where they are at least earning enough to put food on the table.

Am glad to see so many radio men interested in becoming members and am sure they are taking a step forward to better conditions as well as pay for themselves, so as a radio broadcaster could say, I had better state right here that this is Local No. 53, at Kansas City, signing off.

HUGH L. SCHONE.

L. U. NO. 77, SEATTLE, WASH.

Editor:

When Miss Marjorie Peterson drove her race car to a new northwest all-time speed record for women drivers, on a half-mile dirt track, it seemed to her a commonplace achievement. To be sure there was the thrill of going into a half-spin on the turns and the desire to use all the power of her special Dodge racer on the straightaway. The keen judgment exhibited by this 18-year-old girl in making a lap only three and one-fifth seconds over the world record was remarkable. Miss Peterson is a member of the theatrical union and a teacher of classical dancing. She is now appearing with the Russian Orchestra in the University Theatre. Her dad, "Panhandle" Peterson, from the Panhandle of Texas, where they ride 'em bareback, is manager of the Northwestern Speed Way Association, and a member of Local Union No. 77.

Our story in the January JOURNAL, entitled "A New Low-Voltage Street Lighting Circuit," explains a way to eliminate a dangerous high voltage circuit. It is our desire to outlaw the series street circuit as used by nearly every lighting company in America. We have written to our United States Senators from Washington and will take the matter up with the Department of Labor. Our International Office is in favor of this change.

Statistics show that there is an average of three people killed or injured every two years in each city using the high voltage system.

This change is of vital importance to every lineman in our Brotherhood. In the JOURNAL of September, 1932, our Editor says, "Line work is the most hazardous job in the world," and 60 per cent of the accidental deaths are electrocutions.

My experience is about the same as others who have followed line work for 30 years. My supervisor, who was local manager of the telephone exchange in St. Cloud, Minn., was electrocuted by a street circuit being crossed with a telephone line—that was in

1904. My pal was electrocuted in Boise, Idaho, in 1909; we buried a lineman killed on this circuit in Salt Lake City in 1906, and so on.

This hazard has now been eliminated in Seattle and the benefits other than the safety factor are enough to pay interest on the cost of the cut-over. No more dark streets at night because a wire breaks; a broken wire will generally cause the lights to burn. In a storm the multiple circuit is the last to receive attention instead of the first. The new circuit does not interfere with radio reception. Firemen are free from danger from the multiple circuit. Linemen need not get off the poles at 4:20 p. m. during the winter months, as was customary in Seattle before the cut-over.

We are asking our readers to bring this new circuit to the attention of the authorities. Write us and let us know what you are doing.

FRANK FARRAND.

L. U. NO. 107, GRAND RAPIDS, MICH.

Editor:

The time is now at hand to even the score with those politicians who gave those raw deals to us in the legislative bodies. In other words, get out and vote for the candidate who will give you the proper representation.

The state of Michigan has before its legislature a \$30,000,000 building program. This was rejected in the first special session of the legislature. It will come up again in the second special session which convenes February 19, 1934. Not only would this program relieve the overcrowded conditions in our state institutions, but will create much needed work for our members and the other building trades. Most of the opposition to this measure is from the representatives of the former ruling political party. Our Democratic governor is most favorable toward it.

Our local political conditions have been so that many people have been referring to our city hall as "The Fun House," with the commissioners chewing the fat over nothing and letting the important issues slide through.

The PWA seems to be quite slow in arriving to this part of the country. There have been some projects submitted but none have been approved. They couldn't come too fast to suit us. We also note a change of set-up in the CWA, especially the wage scale that will be paid after March 1.

We are glad to see the construction code come through with consideration for the laboring class, especially providing a national adjusting board with 12 members of organized labor representing the workers.

Each one of us should make it our duty to read, study, and familiarize ourselves with this code, so there will be no doubt when it comes to "chiseling." We can realize the tremendous task our representatives in Washington must have had in regard to this code. We wish to thank them for their efforts; it indicates what real labor representation means.

W. S.

L. U. NO. 110, ST. PAUL, MINN.

Editor:

Brother Henry "Dutch" Cover, after a long period of suffering has finally passed to the great beyond. To many who will read this announcement, it will be just another obituary notice, but to his many friends—and he had thousands of them—throughout the Brotherhood, it will mean a great deal more. The I. B. E. W. never had a finer or nobler member than "Dutch"; one of the real trade unionists who have contributed so much to the Brotherhood and the labor movement as a whole. He leaves to mourn him a widow and four small children. Though you have departed, "Dutch," your spirit still lives to inspire us.

By the time this article appears in print, the citizens of this community will have decided whether or not they want a municipally-owned power plant. Two years ago the voters turned down a 20-year franchise proposal of the power company by a majority of five to one. Shortly afterwards they elected labor's candidate for mayor, William Mahoney, and one labor councilman.

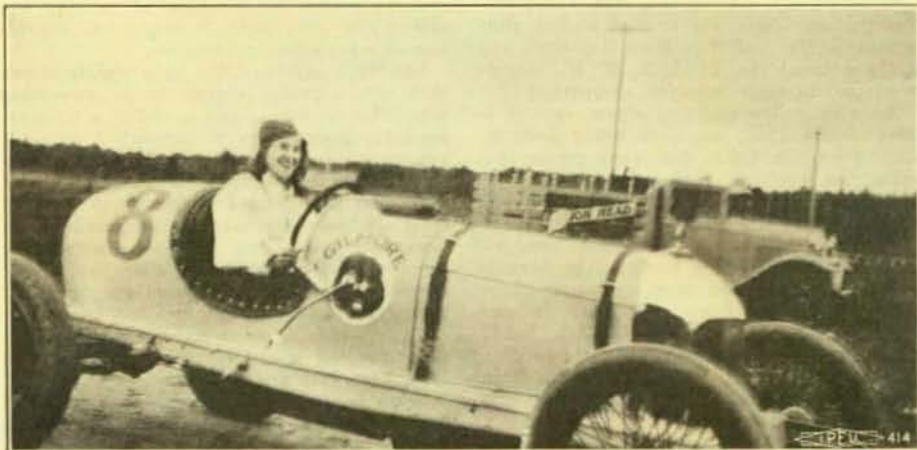
Several contributing factors helped defeat the franchise at that time, principally the leading daily newspaper and the local real estate board. The other newspaper was for the franchise 100 per cent. A great change has taken place in the attitude of these newspapers during the past two years. At this coming election St. Paul also holds its primary election and labor has again endorsed its labor candidate for reelection as mayor and also a full ticket of councilman candidates and a comptroller.

The paper which opposed this franchise two years ago has since acquired ownership of the other paper and now we find it is opposing public ownership, while the other paper is proclaiming to the world that St. Paul is one of the worst crime centers in the country. Witness the statements of some of our leading government officials.

These charges were trumped up in St. Paul with the aid of a scandal-mongering news sheet and the power trust and laid before unsuspecting Washington officials for authoritative endorsement; and were calculated to poison the minds of the people and to divert their attention from the real issue of public ownership and to discredit and defeat our present labor mayor and the other candidates who are pledged to labor's platform. We also have the disgusting spectacle of our city attorney who is hired to give legal advice to the city and council, publicly opposing the municipal plant. Little wonder when three of the city's former corporation counsels are employed by the power company.

Just a word or two about the crime situation. While it is true St. Paul has been the scene of three kidnapping cases, and the perpetrators of one are behind the bars, during Mayor Mahoney's administration there has not been a single unsolved murder or a single bank robbery committed, while the previous administration had nine unsolved murders and two bank robberies. So I say to those who contemplate spending their summer's vacation in the "Land of Ten Thousand Lakes" don't take these crime reports too seriously.

LAWRENCE DUFFY.



Miss Marjorie Peterson, Seattle, Wash., Holder of the Northwest Speed Record on a Half-mile Dirt Track. Miss Peterson is the Daughter of a Member of Local Union No. 77.

L. U. NO. 211, ATLANTIC CITY, N. J.

Editor:

Excerpt from Philadelphia Bulletin, January 29 (A.P.): "January or no January, the first annual convention of Philadelphia nudists—which, of course, are not to be confused with the Peoria nudists—has gotten under way." What particular brand of nudism are those Peorians displaying?

Local item: "The bookies are now taking two-bit bets and the number writers are accepting half-penny plays—20 numbers for a thin dime." Ain't that a come down? I can remember when the bookies sneered at anything less than a two buck bet.

Apropos of nothing in particular: If I could have three wishes granted, they would be (1) perfect health for the wife and myself till the final curtain, (2) a third set of honest-to-goodness teeth (as after all is said and done, store teeth are not what they're cracked up to be, no matter how clever an artisan your dentist may be—and I'm speaking only after nine years' experience), and (3) a steady job for about 35 berries per week (who wouldn't?).

A paltry \$40,000,000 pawnshop failure rocks all France. Hell! That's nothing to get steamed up about. Atlantic City depositors alone took a \$26,000,000 loss in only two banks and so far we have had to like it. Wonder what would have happened across the drink, if 2,500 banks had gone "flopie" in the last four years? The average Anglo-Saxon is slow (too damn slow sometimes) to anger, but look out for him when he does get his dander up.

Another local item: The barbers increase price of hair cuts to four bits, shaves 25 cents—with at least 40 per cent of the town out of work. They're nuts! With the CWA laying off at the rate of 10 per cent per week, it won't be long until we're back to "status quo."

The week of January 29 was either old home week or be kind to dumb press secretaries, as letters from five of the scribes and ex-scriveners arrived between then and February 7. Thanks, boys; always glad to receive your letters and it pays to advertise, as Archie Maze, of Shecawgo, was one of the five.

Much praise has been written concerning our JOURNAL, but one of the most important phases has been omitted so far. It has been the "making" of four valuable friendships for me—namely, Horne, The Copyist, Dealy and Holly. Have been corresponding regularly with the first three for the past 14 years and with Holly for eight years. Their letters have always been cheery, newsy and mighty welcome and interesting, to say the least.

Never met up with the first two boozes, but sure mean to if the depression (is that what it's still called?) ever gives us a break. But I have visited those other two mugs in "Peory" and St. Catharines. The first night at the Hollies, we "hot-sticked" the job from Maine to California and from St. Paul to New Orleans. Around 3 a. m. we headed East for Miami, but got sidetracked when Mrs. Holly grabbed a poker and Mrs. Bachie a broom and chased us to bed. You know how it is when a couple of old hickers get together. And does that boy, Leo, love his hot cakes and jelly! Furthermore, his beloved better half knows how to build 'em. Yeah, I'm drooling right now.

Up at the Dealys, Tom (that's the old man himself), Johnny Whyte, the "diminutive Scotchman," and myself were still going strong at 2 a. m., most ably assisted by two of the famous Walker clan, Johnny and Hiram, when our host decided to escort us back to the hotel. Listen, amigo mio, I still get a good chuckle when thinking of those

Warning!

In April, 1932, we published the following notice in the JOURNAL:

"Several locals have reported operations of one G. A. Kelly and G. A. Kelly, Jr., the latter supposed to be a boxer. These men have called at offices of different local unions using Vice President Boyle's name. They carry no cards in this organization. Vice President Boyle denies that he has authorized the use of his name. Local unions should take warning."

For the second time, we must warn all local unions not to be taken in by these or any other imposters. G. A. Kelly and G. A. Kelly, Jr., have no connection whatsoever with this organization.

Since publishing this notice in the February issue, we have been notified that these same imposters are now traveling under the names of E. J. Kavanaugh and E. J. Kavanaugh, Jr. We must warn all locals again that they cannot exercise too much care in investigating the stories such men tell.

G. M. BUGIAZET,
International Secretary.

narrow sidewalks in St. Catharines.

The boss just calmly announced that she intends to call up the local for an electrician to fix the front door bell. I wonder if that is a hint?

Adios por esta tiempo.

BACHIE.

L. U. NO. 212, CINCINNATI, OHIO

Editor:

I am not much of a politician, therefore, when I am questioned concerning the gold standard, devaluation of the almighty dollar, peace conferences carried on in foreign countries, or many of our national problems which are now being thrashed out under some alphabetical term, I must confess that I am just one of the common herd and don't know what it is all about.

I do know, however, exactly what six weeks' pay means to a guy who is up against it. And since it was made possible by our national government through the CWA, I am familiar with and approve of at least that one branch of what is being called the New Deal.

It is my opinion that if any one man or group of men will, in times like these, promote an idea that will provide employment for millions of workers, some on the verge of desperation, he should receive in all his measures, the entire support of the average layman.

Whether it was known as the CWA or XYZ matters little to me. It was a wonderful move, regardless of some arguments to the contrary. We all know it never would have been attempted by any one else and without question would not be undertaken today by any one of our national executives of the recent past.

Close to 100 of the boys of Local No. 212 were employed in electrical work through the CWA. Time made by them to date varies from four to 10 weeks, according to the time they received their appointments, and all received our scale of \$1.25 per hour.

The board of education installed new lighting systems in 12 of the public schools which provided employment for about 60 of the gang. Others were assigned to the general hospital, city hall, police stations, workhouse, fire houses and other city buildings where reconstruction of electrical equipment was necessary. All the work done was badly needed, some of an extremely hazardous nature, which should have been corrected long ago, and causes one to wonder just how much longer it would have been in service had not the CWA provided the necessary finances to remedy same.

There is a dull period at present, due to the fact that the original appropriation has been disposed of and we are patiently waiting favorable news concerning the distribution of the recent \$450,000,000 appropriation from Washington.

In remembering those dear to us who pass to the great beyond, we at this time make note of the death, on February 13, of the aged mother of Brother J. A. Cullen, and join in extending our sympathy to Joe and the large family circle at this discouraging hour. This wonderful old mother, who had lived to the age of 96 years (possibly 100, as some doubt is involved), was born in London, England, and was the survivor of a family of 21 children, one brother having lived to the age of 104 years. Her immediate family consisted of five children, 20 grandchildren and 28 great grandchildren, and had she remained on this earth one month longer would have had the proud distinction of being a great, great grandmother.

It is hard to imagine any of the present generation living a life like the one pictured above, as the policy today is to have lived a life of 96 years by the time you reach 70. Many today have lived, apparently, 15 years since 1930, and to expect them to actually reach the age of 96 would mean the performing of nothing short of a miracle.

Three cases this week of women leaping to their death from the windows of Cincinnati hotels, bears me out on the above.

THE COPYIST.

L. U. NO. 233, NEWARK, N. J.

Editor:

In last month's JOURNAL I mentioned that spring was on the way but I was a month too soon, especially with the weather around zero and the surrounding country barely able to dig itself out before it's snowed in again. In other words it is the ending of a real tough winter, and with no regrets from a native son.

So far the code governing the public utilities has not been agreed upon, which undoubtedly means a bitter fight between organized labor and the power trust is now being waged at Washington.

In the steam age it was the coal miner who was the key man of industry and now we are in the infancy of the electrical age, with the electrical worker the hub of all industry. Once we realize the importance of our craft, start thinking for ourselves and, last but not least, think and act as one, then we will be on our way toward our goal.

There is no sane or logical reason why the workers in this or any other industry should not organize their companies or shops, so as to have some voice in governing that industry. Remember there is safety in numbers. That is why the beasts in the jungle travel in herds to fight the common

enemy. Has the human animal forgotten that? It is only when the mind ceases to function in either man or beast that self-preservation lies dormant. Our safety is in organization. To put up a united front against the power trust, then and then only, settle any difficulty that may arise among any group or groups within the industry, after we have met the common enemy.

There are three things the electrical worker should keep in mind: 1, that he is a member of the working class and undoubtedly always will be, so don't let your mind wander to a bank president's job; 2, that he makes his livelihood in that industry and must have the respect and co-operation of his fellows; 3, to secure the full product of his labor he must organize the electrical industry.

Mere words and idle talk will not organize this industry. Each member must put aside his petty differences and troubles, look forward not backward, so as to leave this industry a better, safer and more desirable place to earn a living than when we entered it.

Our members are still continuing their organization work. Each week different committees solicit new applicants and their efforts are not in vain as our membership continues to grow steadily.

JAMES E. REDDING.

L. U. NO. 245, TOLEDO, OHIO

Editor:

Hello, America! Toledo is sending its regular monthly greeting to all within the scope of this JOURNAL. I would like to include in this issue the glad tidings that you are all waiting for—that part where we were granted an increase in wages, thereby re-establishing ourselves in our old circles and allowing ourselves the old standard of living. That will have to be again postponed for at least one more month. But, anticipating the news that will flow from this old type-

writer for the April issue, perhaps I should give you an idea as to what to look for next month. Local No. 245 has been so successful in its efforts to organize this town that we are all willing to show our appreciation.

So-o-o-o-o, Graham, we are going to have a party. Yes, sir! Some one told us that beer could be purchased here without fear of conviction, so a committee was appointed to investigate. They found three breweries working day and night here in Toledo under our very noses, manufacturing the good old union made brew. Why didn't someone let me in on this? The committee also learned that this beer could be purchased very reasonably. So, all of us being anxious to try this new luxury we appointed a brand new committee to arrange a party where we could gather our friends or even wives, if we cared to, and with a bottle of this beer and nine straws and enough limburger so that those who want a rank party can eat the cheese, a good time will be assured for all. The date has not yet been set, but I can truthfully guarantee an interesting party.

Why? Because the chairman of this committee is none other than Oscar Buchanan, Local No. 245's 260-pound entry to the good fellows' class. This mere shadow of a lad is to a party what Mae West is to Hollywood. So, get your tickets early. (Oh, yes; there must be tickets.) The line will form on the right on this eventful night, and dollars to doughnuts, that the first two smiling faces that will greet you at the door will be those of Buck and his charming wife, known to her many friends here as "Faye." Remember to get back of this committee and let us put it over and encourage other parties like it. I understand that the order of the evening will be drink, dine, drink, dance, drink and have a good time, for tomorrow—oh, what a head!

Assisting Buck as chairman of the entertainment, care was taken to appoint only those men who have had plenty of past experience as entertainers. There's Brother Witt; in that name is assurance that this

will not be a dull affair, for where there's Witt there's mirth. And then there's Louis Shertinger, and this boy needs no introduction in entertaining circles within a large circle of Toledo. At stag parties you simply can't tie him. And then there comes Jimmy Lee; when that lad appears in a crowd, all tears automatically turn to laughter. I wish I had that man's power. He leads the meter men and I know that department will back up this party; come one, come all. Glen Baumhaur says that he would serve only if the underground department would support him. Thirty pairs of tickets were pledged immediately. William Bridges agreed to serve. This boy never refuses to do his bit. The garage department is expected to be well represented as H. Walliver was selected to serve on the committee. Brother Underwood, from Sylvania, Ohio, is also on the committee, so you fellows from that town had better send a written excuse at least 30 days in advance or show up at the party. Underwood is like that. He did not want to serve at first, but Peek Fallis was present and offered to serve in his stead, and rather than have Peek at bat in his place, he stepped up to the plate. And with Hank Rardin coaching Glen this thing must go over. So, youse fellows and youse gals, get down to that there place.

And say, Doris, gee, I hope the depression hasn't put you in the same class as dividends. If you are still there answer here. Several of the boys complain that they're not getting the JOURNAL. Here are three of them: George Maiberger, of 921 Homer Ave., Toledo, Ohio, and his neighbor, Clyde Williams, of 930 Homer Ave., Toledo, Ohio; and Emil H. Schwandt, of Route No. 1, Monclova, Ohio. Please place these names on the mailing list and oblige.

EDWARD E. DUKESHIRE.

[Doris is still here and glad to oblige.]

Anybody can cut prices, but it takes brains to make a better article.

—Philip D. Armour.



These Men Built New Municipal Distribution System at Piqua, Ohio. (Reading, Left to Right) Ray Dagler, Foreman; H. W. Stosser, G. W. Stewart, O. C. Armstrong, L. Dagler, L. H. Morgan, Foreman; W. O. Cobb, Engineer; George A. Nickas, Superintendent, H. Poe, W. Catterland, (Front) W. James.

L. U. NO. 275, MUSKEGON, MICH.

Editor:

Just a few lines to keep Muskegon on the map.

For some unknown reason it has been rumored around that plenty of work exists in Muskegon. This is not true. Some of the boys are using shovels on the CWA and the rest are fishing for a living.

Brother Ed. Plunkett, our trusted treasurer, has become tired of the cold weather and has hied himself to the sunny south. How is the weather down there, Ed?

We are glad to report that Muskegon factories are rapidly being organized. We welcome these newcomers into the fold of organized labor.

GIBBS.

L. U. NO. 292, MINNEAPOLIS, MINN.

Editor:

Whatever may be said about the CWA—and plenty of criticism is justly applicable—nevertheless, it has been of no small amount of benefit to Local Union No. 292.

During the past four years the local's strength, both numerically and financially, has been depleted to a considerable extent. Due to the continuous condition of unemployment, there has been a constant drain upon the local, of both membership and of finances.

With the advent of the CWA work, this constant drain has been checked and both the financial and membership curves are showing a slight upward trend and we are hoping for more substantial gains along these lines in the near future. However, complete rehabilitation, unless the CWA program is continued for some considerable time in the future, will have to depend upon other means and sources.

The major CWA project in Minneapolis, on which skilled mechanics are employed, is the school board work. This project at one time employed over 100 electricians, a considerable number of whom were members or ex-members of Local No. 292. The next largest project affecting our craft is a re-wiring job in the court house and city hall, upon which quite a few of our people are employed.

During the long period of unemployment a very large percentage of our membership got pretty far behind in their dues. A large number had to be carried by the local. These are now paying up, which is relieving the situation materially. Again, due to the burden of carrying so many being so great, the local was obliged to drop quite a number of members who were in arrears and some of these are now coming back in and, if this CWA work will only keep up long enough we hope to have them all back in the course of time.

I am not writing this under the impression
W. WAPLES.

L. U. NO. 303, ST. CATHARINES, ONT., CANADA

Editor:

For a good many years I have watched Mr. Roosevelt from a distant point. I like his up-and-above-board way of tackling problems; his ideas of giving the man and woman at the bottom rung of the social scale a better chance—a New Deal as he calls it. I admire his fight against those evil twins of injustice and selfishness, and also the very practical way of waging this fight. He also reminds me of another great exponent of democracy, William Ewart Gladstone. Yours fraternally happened to be born in the same city as Mr. Gladstone, in fact, only a few blocks away from his boy-



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We want you to have the Journal!
The only essential is your

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We do the rest.

International Brotherhood of Electrical
Workers

1200 15th St., N. W.
Washington, D. C.

hood home. He was Prime Minister when I was born. Of course, many of our people talked about him and long before I could read or write you bet my knowledge of Mr. Gladstone was one that has always been with me.

So at a later date in a new generation I'm seeing another great democrat in high office giving the world a leadership that will renew our hopes of a better day. It is with thankfulness that I have seen this day and heard Mr. Roosevelt's voice many times. Many, many happy returns of the day to him.

And while sending out our best wishes one cannot forget that Mr. Roosevelt is up against the same kind of imps that retarded all Mr. Gladstone attempted—the gold standard gang; the money changers, as Mr. Roosevelt calls them. And, believe me, when I tell you that this gang in high places would and have corrupted souls that should have been white. No wonder the early fathers of the church called money "filthy lucre."

Have you ever noticed in reading your history of this past few years or your newspapers that the wars always stopped and

the treaties were written at the bidding of money? Look over the past and think, with reason, and you'll find that rent, interest and profit are the trinity that rules and woe betide the man in office if he doesn't do their unholy bidding. If this gang can't bend the leaders they generally break them and then all attend the funeral with watery eyes produced for the occasion. Many of my readers may think these remarks too severe but don't take my word for it; use your own thinking powers and watch the smooth (say this word smooth with a long drawl), polished manner with which the imps of this rent, profit and interest slip it over you.

Well, this letter is finishing up rather rough for a birthday greeting to a great leader. But he knows all about this evil. Our old friend, Solomon, said that the love of money was the root of all evil. To which all men of thinking concur. That was a long time ago. What would he say today if he were here?

THOS. W. DEALY.

L. U. NO. 348, CALGARY, ALTA.

Editor:

"There is nothing new under the sun!"—a trite saying, but how true!

What about the NRA, Socialism, Communism or Fascism?

Dig into history and answer that one for yourself.

Mussolini was antedated many years by Caesar—the great Julius—that democrat by birth and marriage who was banished from Rome by the dictator, Sulla, but returned to become a dictator himself only to fall when he would be king.

So the pages of the past unfold the history of tomorrow. Read them and prepare yourself for the next step. If there is one certain thing in prophecy it is that history will repeat itself. Everything has been tried and always one conclusion—man has been found wanting; unable to wield the power suddenly thrust into his hands.

Any system is pregnant with the possibilities of success. It's not the use of the system, but the abuse, that causes its downfall.

The rotten core of the present system is interest—the Hindenburg line of capitalism. That line must be held (they even risk Fascism as an ally) and again man sells his birthright for a mess of pottage. But enough—the world does not want fanatical converts, but men who know that there is something to know.

In the ELECTRICAL WORKER for June, 1904, Grant Gatlin, Local No. 336, writes:

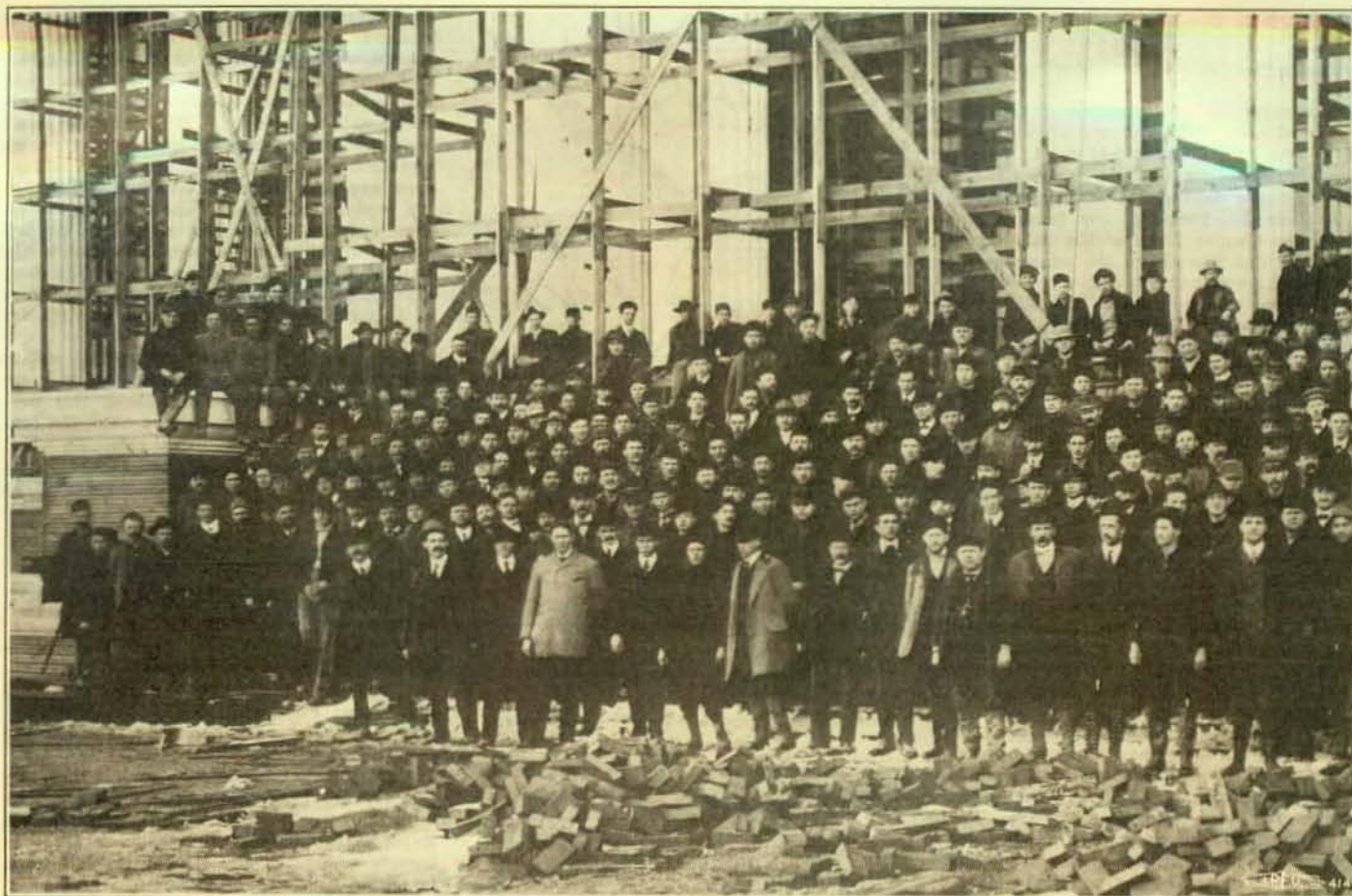
"Two of the leading features of the present progress in the world are friendship and fellowship. They go hand in hand when it comes to making up a race of people who are useful in the world. To show friendship is the duty of every one, no matter what his position in life, or the position of those with whom he may come in contact. It is only performing duty when he complies with this demand, as it is certainly nothing more than courtesy to show friendship to every one and the first principle of true manhood is to exemplify at all times the noblest character and most genteel manner toward mankind.

"If we neglect these principles, it will not be long until we will allow ourselves to drift into a channel that will be detrimental to ourselves, and to all those with whom we come in contact, because our own lives will be narrowed with selfishness, and consequently our influence will be such that it cannot be uplifting to anyone. We owe friendship to every one, no matter what has befallen them or us.

*** There is an inter-relation be-

LOCAL SECRETARIES

Here's a prize that will add interest and inject enthusiasm into your next organization campaign—every Brother wants one. A handsome finger ring in 14-karat green and white gold, with the I. B. E. W. "Lightning fist"—priced **\$10**



A "SWELL" MEMENTO OF AN HONORABLE PAST. ELECTRICAL THESE DAYS WITH ENTHUSIASM. HE WANTS BOYS WHO

tween man and man that should prompt each individual to look after the common welfare of all, and place himself in the attitude where he will be useful and beneficial under all circumstances. There is a duty to perform by each individual, and he who neglects that duty is falling short of the purpose for which he was placed in the world.

"There is a constant demand for help along all lines; there is need for moral and intellectual development, as well as physical and financial, and unless we are doing our portion in all these lines we are not accomplishing the possibilities that are for us. Fellowship means more than a mere passive interest, which arouses us to a sense of responsibility and enables us to perform our obligations with willingness and for the mutual benefit of all concerned. It is altruistic in its nature and brings about results that could not be reached from any other source.

"It helps us to realize that the race is made up of a common brotherhood, of which each of us is only a part, and entitled to only our due portion of the blessings which may be received from all sources. * * * 'Ability plus opportunity equals obligation.' What a grand world this will be when the whole race once grasps the full idea of friendship. There will be no distress or sorrow, no dregs of poverty to be drained, no evil propensities coming forth from man to man, but all will dwell in harmony and unison."

I am indebted to Brother Frame for the loan of this old copy of the WORKER. My association with the I. B. E. W. only dates back to 1910.

"There is nothing new under the sun!" At the most insignificant of our acts our an-

cestors arise, not in their silent tombs, but in ourselves, where they always live.

PRESS SECRETARY.

L. U. NO. 349, MIAMI, FLA.

Editor:

Just a few lines to let the Brotherhood know what is going on in the southern-most local in the U. S. A.

Miami is enjoying another record-breaking winter season and while the "North Countree" has been shivering all winter we have enjoyed unusually good weather with an abundance of sunshine.

Harry Bitner, vice president, is acting president during the absence of President Cosens, who is busily engaged teasing the racing greyhounds with the electric rabbit at Biscayne Kennel Club. Harry has proven to be a very able chairman and our meetings continue to be conducted in splendid fashion.

We electrical workers are quite proud of several of our officers who are making many friends for us and a fine prestige for themselves outside of the I. B. E. W., in labor affairs.

Our business manager, Frank Roche, is generally conceded to be the outstanding representative of labor in this area and holds important positions in most all labor controversies. He is general chairman of the big county-wide NRA parade and demonstration to be held here this week.

Our treasurer, Fred Henning, is also helping to keep the electrical workers on top of the labor movement here. He is president of the building trades council, has made a real active livewire outfit of it, and has made valuable contacts for our local while doing so.

We are pleased to report a definite improvement in finances and employment within the local and membership and we are very optimistic for the future. Things are noticeably on the upward trend down here and we are grateful to the man who has restored confidence in our people—President Franklin D. Roosevelt. May God bless him.

With deepest sorrow and regret we mourn the death of our past president, Brother Walter A. Post, a faithful, loyal union man and a valuable friend.

CLARENCE O. GRIMM.

L. U. NO. 413, SANTA BARBARA, CALIF.

Editor:

Well, here I am, back on the air again. Our little Spanish town is still on the map. It has been a long time since our last broadcasting, as we just could not get the system working. The press secretary had too much corona on the system. I have not much to write this time, for I have just taken over the job. I am sending a photo, taken at St. Louis fair, in 1904. Look them over, and I would like to hear from some of you. I know of only one who is out West now, and that is Fred D. Potter, living in Los Angeles. I did meet several in San Francisco some years ago.

I called on Brother Broach in Washington last year and had a nice visit with him. Sorry he had to give up his work.

Well, for an old timer, I had a good look at the fair in Chicago. They certainly had a different kind of lighting system than at St. Louis, but we did a good job of that, and union conditions were 100 per cent. Do you



WORKERS AT FAMED ST. LOUIS FAIR IN 1904. WELCH RECALLS
RECOGNIZE THEMSELVES IN THIS LAYOUT TO REPORT

old timers remember the crap games on the roof of the buildings? How those five, 10 and 20-dollar gold pieces changed hands—and even on the old river steamers on Sunday. Good old times on the sawdust floors, and good beer! Say, fellows, those were the days.

We are getting along here about as well as any other city of our size. Hope we hear from more press secretaries. Some are letting John do the work.

Good luck to you snow-diggers.

W. H. WELCH.

L. U. NO. 465, SAN DIEGO, CALIF.

Editor:

I often wonder why someone in these United States doesn't start something like this: instead of rating machinery in horsepower, change that to manpower and tax each man power. As an example, we rate electrical power in watts; say we call these units "Delanos" after our esteemed President Roosevelt. Say a machine which can do the work of 200 men be rated as 200Ds per eight-hour shift and taxed accordingly. If a machine does the work of 10 men it is 10Ds, etc.

The money from this tax would be put in a special fund something like a public works fund and that used for our unemployed to whatever purpose the President, Congress or a special board may see most fitting: education, reforestation, roads, flood control, waterways is most desirable.

Now suppose a company hired 1,000 men; they would pay a tax, let's say for example, 1 cent for each D. That would be \$10 for every eight-hour shift these 1,000 men worked. Now say the same company, instead

of 1,000 men had a piece of machinery that did the work of 999 men and employed only one man to run it; this piece of machinery would be taxed \$10 for each eight-hour shift, or \$30 for every 24 hours.

Not having figures as to the amount of machinery in this country, it would be hard for me to say how many men the machinery displaces or how much the tax would amount to, but I am sure it would be much under 1 cent. In this way everyone would have a chance to work; everyone would be taxed accordingly.

Out of that fund a sum could be set aside for old age pensions, disability, etc. There would be no unemployment, thus no unemployment insurance, no dole, no poverty. It would not affect wealth.

I would like to see this published. Perhaps someone could help to put it into effect.

LOCAL 465.

L. U. NO. 474, MEMPHIS, TENN.

Editor:

Greeting to each and every one after so long a time. I will endeavor to pick up where I left off several months ago and to say I am very glad to be able to write also to be the scribe to the I. B. E. W. JOURNAL once more from Local No. 474.

I sincerely hope most of the Brothers had a good Christmas through the aid of the good old Uncle Sam, or rather our good Dr. Roosevelt. I can truthfully say he has helped here in a big way and I get plenty of you who believe me.

If the most of the CWA workers would quit hollering and beefing, or whatever one may call it, they will find it works so much better; at least I do.

The officers of Local No. 474 are looking after the boys when it comes to the electrical end and, believe you me, of course there are a few non-unions but the majority are from good old Local No. 474, and do we appreciate this? I'm asking you!

With best wishes and regards to the IBEW officers and all Brothers, will close this time hoping to have a better write-up in next month's JOURNAL.

R. B. BAKER,

Memphis on the Mississippi.

L. U. NO. 569, SAN DIEGO, CALIF.

Editor:

The first of the New Year is through and still we members of the inside electrical workers are wondering what the answer will be to all the questions and problems, that have been presented to the administration in Washington, as well as our own International Officers, regarding the construction code for the electrical workers.

The men as well as the contractors who employ our men are more than anxious to know what it is all about.

I made a flying trip to Los Angeles and Hollywood and visited with Locals Nos. 40 and 83 while there, and spent quite an afternoon and evening with Brother H. P. Brigaerts, I. V. P., and Brother Al Speede, of Local No. 40, in Hollywood. I was able to learn first hand of some of the grief they are having in regard to the work in the studios.

I was somewhat familiar with the work in the studios before the trouble last fall and I can see what a great amount of good has been accomplished by Brothers Brigaerts and Speede. I can also see what a lot of

work they have ahead to live up to the start they have made.

Brother Brigaerts gave me a copy of the motion picture industries code and I hope the International Officers are as successful in the construction code as they were in the code for the men in Local No. 40.

We have been able to get two or three men placed on the rolls of the C. W. A. and have hopes of getting more on this next week, so all in all if the civil work will only pick up a little we will be able to hold our own a while longer.

We have been able to bring back to our local some of the men who were compelled to sacrifice their cards on account of the depression. I am very happy to state that they did not scab on the trade and we are more than glad to welcome them back into the ranks of organized labor once more and know that they have been made to see the needs and benefits of the I. B. E. W. With our insurance, old age pensions and the conditions which organized electrical workers enjoy a man cannot afford to be without a union card and the returning Brothers are strong in emphasizing this fact.

The radio broadcasting men, as well as the men in the radio industry have not responded in this locality as they should but they are more favorable to the I. B. E. W. than the other organizations that have put them on the spot to join, and I believe they will see the light and realize that the I. B. E. W. is the one and only organization for them to affiliate with. Some of the men in this locality know this as they wrote to President Green and Secretary Morrison inquiring as to what organization they were

to join and they were told point blank to join the electrical workers. So the advice of the president and secretary of the American Federation of Labor should settle that point if there is any question in their minds.

Hope the radio men in the industry will wake up to the needs and benefits of the I. B. E. W. and join their fellow electrical workers in making a bigger and better International Brotherhood of Electrical Workers. Will sign off and see you next month (in print).

M. L. RATCLIFF.

L. U. NO. 632, ATLANTA, GA.

Editor:

The following newspaper clipping tells the story of the ending of the strike against the Georgia Power Company:

25 TO RETURN TO WORK ON TUESDAY

Men Who Walked Out to Be Re-Employed, Firm Agrees

End of the electrical workers' strike on the Georgia Power Company job, with all differences settled, was announced Friday in a joint statement issued by the company and electrical union leaders here.

Under the agreement 25 union electrical workers will return to work Tuesday; all union workers, including those who struck, will be eligible to work for the company, and the company will negotiate with the union for a contract when union employees attain a majority numerically.

For the time being, the union workers will be employed under open-shop conditions on the same basis as non-union employees, and non-union employees will have the right to join the union without prejudice.

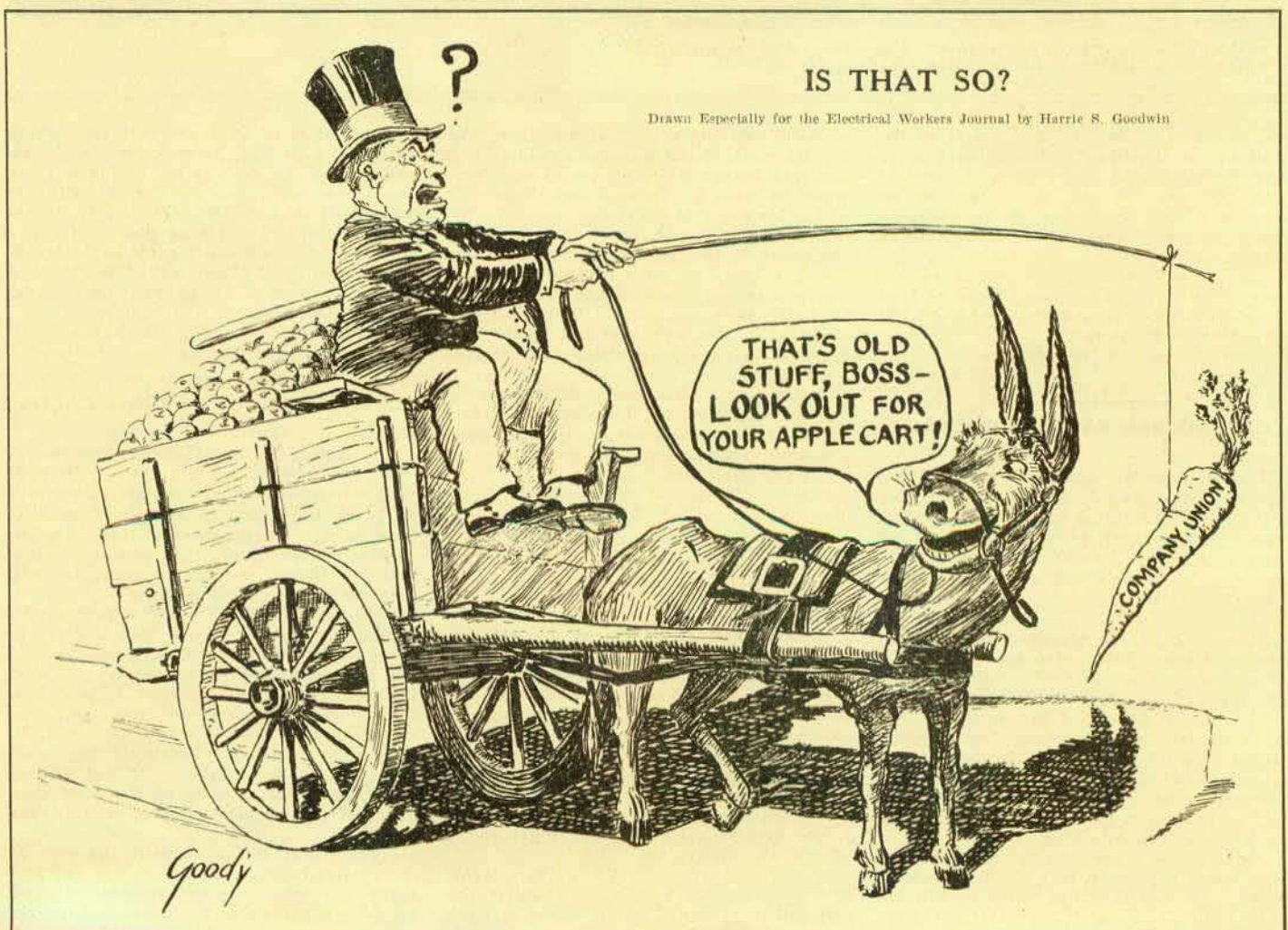
The strike started in March, 1931, when the Allied Engineers took over the contract to do all of the electrical work for the Georgia Power Company. The union had a contract then with the Georgia Power Company, but was unable to negotiate satisfactorily with the Allied Engineers, so went on strike.

The company has between 1,000 and 1,200 employees eligible to join the union. The union and the company never had any direct differences leading up to the strike, and hope was expressed by both sides that the former amicable relationship will result from this agreement.

The agreement was signed by T. L. Elder, business agent of the Atlanta Local Union No. 64, International Brotherhood of Electrical Workers; G. X. Barker, vice president of the International, and P. S. Arkwright, president of the company.

The following statement was issued jointly by officials of the electrical workers' union and the Georgia Power Company:

"Following a series of conferences participated in by T. L. Elder, business agent of Local Union No. 84, International Brotherhood of Electrical Workers; G. X. Barker, of Birmingham, vice president of the International Brotherhood of Electrical Workers; A. S. Nance, president of the Atlanta Federation of Trades; J. Sid Tiller, president of the Georgia Federation of Labor; P. S. Arkwright, president, and W. E. Mitchell, vice



president and general manager of the Georgia Power Company, an adjustment of the differences between the International Brotherhood of Electrical Workers, Local Union No. 84, and the Georgia Power Company has been arrived at by mutual agreement. The settlement is effective immediately and the principal terms of the agreement are as follows:

"1. It is understood that any electrical worker employed by the company shall have the right to join the union.

No Discrimination

"2. No discrimination shall be practiced for or against any employee on account of his membership or non-membership in the union.

"3. Employees now at work in the electrical department of the company shall be eligible for membership in the union, and former employees of the company who went out on strike shall be eligible for re-employment by the company.

"4. The company will re-employ immediately as many of its former employees who went out on strike as it can find places for. It is estimated that 25 men can be re-employed immediately and they will go back to work on Tuesday, January 16.

"5. As vacancies occur in the future or as additional employees are taken on in the electrical department, other former employees of the company who went out on strike will be offered re-employment by the company.

"6. Former employees of Allied Engineers who went out on strike shall be eligible for re-employment on the same basis as former employees of the Georgia Power Company.

Allows Contract

"7. Whenever the union represents in its membership a majority of the company employees eligible for membership in the union, then the company and the union will negotiate for a contract covering wages, hours and conditions of work.

"8. On the basis of this understanding and agreement, the strike has been called off.

"The Georgia Power Company and the labor unions in Atlanta have been long-time friends. Both of them regret disputes and differences. The purpose of this settlement is to facilitate peaceful adjustment of all disputes and differences, to promote harmony between the company and its employees and to establish mutual confidence and good will.

"Both the company and the electrical workers' union are pleased at this adjustment of their past differences and the restoration of their friendly co-operation."

E. J. POTTS.

L. U. NO. 690, AKRON, OHIO

Editor:

Dear Brothers of the International Brotherhood of Electrical Workers:

We want to make an appeal to you.

We need your help to win our cause.

Here in Akron the "Rubber Town of America," our big tire manufacturers are very much opposed to organized labor. One, the India Tire and Rubber Company, has been farsighted enough to be fair to us by signing an agreement with the United Rubber Workers Federal Union. They are now a closed shop. We feel this company should have the support of each and every union man in this country. It is the duty of all organized labor to advertise and patronize their products. May their gesture bring them the success that it deserves, making them not only the first 100 per cent



NEW POSTOFFICE, KNOXVILLE, TENN. A PWA JOB—SENT IN BY L. U. NO. 760

union rubber shop but the largest rubber company in Akron.

In doing this you will increase our chances for success. MAURICE ASTIER.

L. U. NO. 723, FORT WAYNE, IND.

Editor:

We humans are certainly peculiar beings. Here I am, worrying about the possible repetition of the past three-year depression, which caused untold human misery, and worst of all, the catastrophe could have been avoided.

Forethought by employer, employee, and government would have curtailed, or better yet, eliminated, the hellish, hazardous period from which we are now passing.

Unemployment insurance is the only solution (unless you prefer a socialistic government).

Organized labor, through its parent organization, the American Federation of Labor, implored and preached to the public for that same thing about five years ago. The capitalistic newspapers of our country had to put some American slang to such a deserving name, and honorable working man's protection, so they called unemployment insurance the "dole." Webster's dictionary defines the word "dole" as follows: "Alms, pain, grief, to deal out."

Brothers, the writer drew unemployment insurance in England for six months, in 1919, and believe me, there wasn't any pain or grief attached to drawing 27 shillings a week. Being single, I paid 20 shillings for board and had seven shillings for pocket money. That amount does not sound so much, but for the past few years lots and lots of men would have been highly grateful for the equal of seven shillings a month for spending money.

Excuse my rambling off; don't think for one minute that I am trying to preach English customs and law. The idea is to give the reader a fuller meaning of unemployment insurance, a little diversifying from the capitalistic propaganda that is fed to you every day, and the writer sincerely believes that a comprehensive and worthy plan could be established to relieve the pangs of hunger and want during the period

of unemployment, caused by means beyond our control—at present anyway.

Employers in England have a card for every toiler, size of same being about 10 inches by six, which is the unemployment insurance stamp card, with space at top for name, address, occupation and age. Below are 13 sections for stamps, one per week. I cannot vouch that the following is the exact amount: Six pence is deducted from weekly earnings of employee, the employer gives three pence, making a nine-penny stamp, which is put on the card. The worker does not handle card weekly. Only when changing jobs from one company to another does the employee take the insurance card.

The above investment per worker per week is 18 cents. Multiply that by 12,000,000—representing the country's toilers—that will show what a fabulous sum could be acquired in a short length of time.

When forced out of employment through no fault of your own, a weekly visit to the government agency is required, which includes pay-day. I am unable to quote weekly stipend, but you can rest assured participants receive sufficient "spondulicks" to pay rent, eat decently and clothe in a respectable way, and in the bargain membership entitles a person to medical aid, also a weekly allowance for lost time on account of sickness.

If this has been made clear, won't you agree that unemployment insurance by far outclasses the American states' and cities' methods of charity, which have been practiced on the unfortunate in this, a land of plenty.

News From Washington

Senator Wagner, of New York, and Congressman Lewis, of Maryland, were to introduce bills to their respective committees asking for national unemployment insurance. Statesmen, I call them, because they have the toilers' interest at heart.

Just picture for yourself the man who is supported by aforesaid insurance. He is able to walk with his head and shoulders up and not have to sneak up side streets and alleys with a sack of flour and probably a few days' supply of bread on his back. We know this country needs fundamental laws to govern such an important problem as unemployment insurance, and I believe we can rest assured that organized labor in Washington will put their best efforts forward to enable us to secure that to which we are justly entitled. We have problems galore that need thoughtful and speedy action, problems we are not tackling, because we are too cocksure of the future.

W. H. LEWIS.

VEST CHAIN SLIDE CHARM

A watch charm so fine looking you'll enjoy wearing it. Of 10-karat gold trimmed with a circle of tiny imitation pearls, and clearly displaying the I. B. E.

W. insignia. Priced only \$5



L. U. NO. 760, KNOXVILLE, TENN.

Editor:

Business is picking up with our local. Membership gained over 200 per cent during January and February. Most of these are employed and everybody is full of enthusiasm. We are looking ahead for better times. The president of our local is busy appointing new committees, etc.

Our thanks go to TVA, for it has employed several men from our local. The TVA is paying a decent wage, too, for skilled workmen. Our local has had hard sledding for the last few years, but things are looking up at present. We believe that the TVA, with its vast developments and cheap power, is going to be encouraging for electrical workers in this section. The people working for the TVA have more diversity of occupation than any other single group employed by the government or any single industry.

I am sending you a photograph of the new U. S. postoffice at Knoxville, to run in the JOURNAL. This building is one of the most beautiful buildings in Knoxville. It is constructed of beautiful Tennessee marble. It adds to the beautiful scenery on the way to the Great Smoky Mountain National Park. People visiting the Great Smoky Mountain National Park will find the time well spent in stopping to view this building.

Knoxville is proud of this building with its modern conveniences. The electrical conveniences in this postoffice were installed by union men from L. U. No. 760. The electrical work was carried on without any delay to the general contractor. This speaks well for union men, and L. U. No. 760 is proud of this installation job.

The TVA and the people included therein are faced with technical, social and economic problems as is no other government department, private industry or political subdivision of the government. Since the TVA is a private enterprise—a kind of laboratory for advancing the cause of socialized industry—it appears suicidal for it to omit unions from its organization.

E. D. ARMSTRONG.

L. U. NO. 773, WINDSOR, ONT.

Editor:

Canadian Brothers, as promised I herewith give you some facts and figures, which will help you combat the evil that is again with us.

No words of mine could convey to you better than those of our International Secretary in his letter to me of recent date, when I asked for information to assist in writing this letter and the cause in general. Now to give you the full benefit I will give the contents of Brother G. M. Bugniazet's letter:

I am giving you the figures you request, but must advise that we do not keep the expenses of the Brotherhood divided. Of course, there are certain expenditures for Canada and the Canadian membership that are readily ascertained, but there are other expenses that cannot be; for instance, their portion of the overhead in the maintenance of the general office; their portion of the salaries of the International President and Secretary; expenditures for stationery and postage used in correspondence with local unions, as well as their part of the overhead of the office—the keeping of records, writing of letters, and then, of course, there are certain supplies that we furnish free to new members, such as copies of the constitution and other material. This portion of the expenses we have no way of allocating, unless we were to take the expenses for a year and divide by the total

membership, to ascertain the overhead per member. But you will see from the figures I am setting out for you that to meet these normal expenses the total we received from our Canadian membership during the year 1933 was only \$6,805.03 that could be allocated to the above, or a little less than \$3 per member.

Now to give you the information. All the money paid by our local unions in Canada is sent to our Executive Council Member McBride and deposited to the credit of the Brotherhood in a Canadian bank, and the money is not withdrawn from that bank except for paying such expenses as we can pay in Canada. For instance, the WORKER is paid for with American funds, plus the overhead above mentioned; therefore the surplus of \$5,805.03 referred to—while we can set it aside towards the Canadian members' portion of our overhead—has not been drawn upon and is left in the account of the Canadian bank.

The total income from our local unions and membership in Canada, during the year 1933, in per capita was \$47,858.54. Initiation fees were \$1,076.50, making a total of \$48,935.04.

In addition to this about \$130 has been received for supplies, but I am not listing that, for the reason that the supplies to Canada are sent at a 20 per cent loss to the Brotherhood, as they actually cost us 20 per cent more than the Canadian membership pay for them.

The expenses that we can divide, and that were paid with Canadian funds for the year 1933 are as follows:

Representatives, including their traveling expenses, hotel, etc.	\$18,866.05
Pensions paid Canadian members	2,280.00
Expenses and per capita paid on account affiliated with Canadian Trades and Labor Council	740.70
Attorneys' fees paid for local unions, taken from legal fund	1,097.09
Death claims paid	14,725.00
Cost of the WORKER, including mailing to Canadian members	2,687.32
Portion of per capita received from Canadian members, which constitution provides shall be set aside for use of their delegates in attending conventions	1,733.85
Making a grand total of	\$42,130.01

I think that if the figures were thoroughly segregated and the true expenditure shown, it would be found that the Canadian membership fell short of meeting their obligation by about \$7,500; that is, about \$7,500 was actually spent from the per capita of American members towards the maintenance of the local unions in Canada. This is about the best estimate I can give you, being positive that the figure given is not in excess of the facts.

You realize that in times like these the discontented and dissatisfied element, aided and abetted to a great extent by the employing interests, will argue and strive to show how much cheaper or more effective some other form of organization can be. To you Canadian members, the national movement is not a new thing—you have had it to contend with for as long as I can remember—and in no country that I know of should it be less of an issue than in the

Dominion of Canada, for the financial interests are so interwoven. Take your large industries in Canada: they are mostly American organizations, with only the amount of Canadian capital that the law requires; the control is American; and done by the American interests to evade import taxes, so that their plan is really a saving in their cost of operation.

On this side of the line we have no national movement, of course, because of the larger population, but we have every form of company union and independent union, and, of course, times like these provide a great incentive for the creation of such movements.

G. M. BUGNIAZET.

Have you yet taken advantage of the International Office's offer in last month's JOURNAL, to supply you with pamphlets entitled, "Your Membership"? They are the real thing.

BILL COLSON.

L. U. NO. 912, CLEVELAND, OHIO

Editor:

The New Deal has celebrated its first birthday and while it has accomplished no miracles, wages and working conditions are not what they should be and the army of unemployed is still very large, yet we are definitely on the road to recovery and the future will depend on what the working men of this country do to protect their future through organized effort. The rugged individualism of those unwise brothers who did not believe in labor unions has landed them in the ditch with their shoes and britches worn out and not enough in the weekly pay envelope to replace them. Their wise Brothers who carried a card may not be making what they did in 1928 and 1929, but their basic wage rate is still intact and they have their organization back of them.

The company union on the railroads is being shown in its true light. Shorn of the paternal financial support of its parents, the railroads, it finds that its members are not foolish enough to pay dues to support an organization which has never negotiated a wage increase and cannot settle a grievance except in the company's favor. The rapidity of organization on company union roads should convince the 15 per cent reductionists that the 21 crafts are on their toes and intend to stick together.

The organizing campaign continues to increase the membership of this local. If every member would put forth an effort to bring in a member, our jurisdiction would soon be 100 per cent.

BILL BLAKE.

There is no more valuable subordinate than the man to whom you can give a piece of work and then forget it, in the confident expectation that the next time it is brought to your attention it will come in the form of a report that the thing has been done. When this self-reliant quality is joined to executive power, loyalty and common sense, the result is a man whom you can trust.

On the other hand, there is no greater nuisance to a man heavily burdened with the direction of affairs than the weak-backed assistant who is continually trying to get his chief to do his work for him on the feeble plea that he thought the chief would like to decide this or that himself. The man to whom an executive is most grateful, the man whom he will work hardest and value most, is the man who accepts responsibility willingly.—Gifford Pinchot.

THIS BUTTON IN YOUR LAPEL



proudly announces membership in the I. B. E. W. A handsome bit of jewelry, in gold and enamel. Solid gold, small size. \$1.50

IN MEMORIAM

B. W. Sweetman, L. U. No. 629

At a recent meeting of Local Union No. 629, I. B. E. W., the following resolutions were unanimously adopted:

Whereas Divine Providence has seen fit to remove by death our esteemed Brother, B. W. Sweetman; therefore

Resolved, That we, the members of Local Union No. 629, I. B. E. W., tender the bereaved widow and family of our departed Brother our heartfelt sympathy in this hour of trial; further

Resolved, That our charter be draped for a period of 30 days, a copy of these resolutions be spread on the minutes of our local union, a copy forwarded to his widow and a copy to the International Office for publication in the Journal.

JAS. G. GILLESPIE,
Recording Secretary.

U. G. Jones, L. U. No. 9

Whereas Almighty God, in His infinite wisdom, has removed from our midst our worthy Brother, U. G. "Doc" Jones; and

Whereas in the death of Brother Jones Local Union No. 9 of the International Brotherhood of Electrical Workers has lost a true and devoted member; therefore be it

Resolved, That Local Union No. 9 recognizes its great loss in the death of Brother Jones and expresses its appreciation for his service to the cause of our Brotherhood; and be it further

Resolved, That Local Union No. 9 extends its condolences to the family of our departed Brother in their time of great bereavement; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother, a copy be spread on the minutes of our Local Union No. 9 and a copy be sent to the official Journal of our Brotherhood for publication.

DAN. MANNING,
JOHN LAMPING,
HARRY SLATER,
Committee.

Joseph L. Mackey, L. U. No. 9

Whereas it has pleased Almighty God, in His infinite wisdom, to call from our midst our worthy Brother, Joseph L. Mackey; and

Whereas in the death of Brother Mackey Local Union No. 9, I. B. E. W., has lost one of its loyal and devoted members; therefore be it

Resolved, That Local Union No. 9 acknowledges its great loss in the death of our Brother and hereby expresses its appreciation of the services he rendered to our cause; and be it further

Resolved, That Local Union No. 9 extends its condolences to the family of Brother Mackey in this their great bereavement; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother, a copy be spread on the minutes of our Local Union No. 9 and a copy be sent to the official Journal of our Brotherhood for publication.

WILLIAM PARKER,
JOHN LAMPING,
HARRY SLATER,
Committee.

Delmar E. McKinney, L. U. No. 51

Whereas it has been the will of Almighty God to remove from our midst our beloved Brother, Delmar E. McKinney; and

Whereas Local Union No. 51, I. B. E. W., has lost a true, loyal and faithful member; therefore be it

Resolved, That we, the members of Local No. 51, I. B. E. W., extend our deepest and most heartfelt sympathy to the family and relatives of our late departed Brother; and be it further

Resolved, That a copy of these resolutions be spread upon the minutes of Local No. 51, I. B. E. W., a copy be sent to the International Office for publication in the Journal, and that a copy be sent to the family of our late Brother; and be it further

Resolved, That the charter of Local No. 51 be draped in mourning for a period of 30 days in respect to the memory of our late Brother, Delmar E. McKinney.

THOS. F. BURNS,
WILLIAM REED,
HARRY HUNN,
Committee.

George Rice, L. U. No. 9

Whereas it has pleased Almighty God, in His infinite wisdom, to remove from our midst our worthy Brother, George Rice; and

Whereas Local Union No. 9, I. B. E. W., has lost, in the death of Brother Rice, one of its true and devoted members; therefore be it

Resolved, That Local Union No. 9 hereby expresses its appreciation of the services to our cause of our worthy member and our sorrow in the passing of Brother Rice; and be it further

Resolved, That Local Union No. 9 tenders its sincere sympathy to the family of our late Brother in their time of great sorrow; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother, a copy be spread on the minutes of our Local Union No. 9 and a copy be sent to the official Journal of our Brotherhood for publication.

DAN. MANNING,
JOHN LAMPING,
HARRY SLATER,
Committee.

Fred Metz, L. U. No. 9

Whereas it has pleased Almighty God, in His infinite wisdom, to take from among us our esteemed and worthy Brother, Fred Metz; and

Whereas Local No. 9, I. B. E. W., has lost in the passing of Brother Metz one of its true and devoted members; therefore be it

Resolved, That Local No. 9 hereby expresses its keen appreciation of the services to our cause of our departed Brother and our sorrow in the knowledge of his death; and be it further

Resolved, That Local No. 9 tenders its sincere sympathy to the family of Brother Metz in their time of great sorrow; and be it further

Resolved, That a copy of these resolutions be sent to the family of our deceased Brother, a copy be spread on the minutes of our Local Union No. 9 and a copy be sent to the official Journal of our Brotherhood for publication.

DAN. MANNING,
JOHN LAMPING,
HARRY SLATER,
Committee.

Edward Kaufman, L. U. No. 41

Whereas Local Union No. 41, I. B. E. W., through the will of Almighty God, has been called upon to pay its last respects to our departed Brother, Edward Kaufman; and

Whereas we desire to convey to his family and relatives our deepest sympathy; therefore be it

Resolved, That we, the members of Local Union No. 41, I. B. E. W., in regular meeting, stand in silence for one minute as a tribute to his memory; and be it further

Resolved, That a copy of these resolutions be sent to his bereaved family, a copy be spread upon the minutes of our meeting, a copy be sent to the Electrical Workers Journal for publication, and our charter be draped for a period of 30 days.

M. G. MORAN,
GEORGE M. WILLAX,
WM. P. FISHER,
Committee.

Adolph H. Lietz, L. U. No. 697

Whereas the silent messenger of death has again invaded our local union and removed from our midst one of our charter members, Brother Adolph H. Lietz; and

Whereas in the sudden passing of Brother Lietz Local Union No. 697, I. B. E. W., has lost a true and loyal member; therefore let it be

Resolved, That we extend our sincere sympathy to his wife and family; and let it further be

Resolved, That the charter be draped for a period of 30 days; and be it further

Resolved, That a copy of these resolutions be sent to the family, a copy be spread on the minutes of our local union, and a copy sent to the official Journal for publication.

RAY ABBOTT,
DUKE MCARTY,
FRED KEILMAN,
Committee.

Charles L. O'Connor, L. U. No. 9

Whereas Almighty God, in His infinite wisdom, has removed from our midst our esteemed and worthy Brother, Charles L. O'Connor; and

Whereas in the death of Brother O'Connor Local Union No. 9, I. B. E. W., has lost one of its true and devoted members; therefore be it

Resolved, That Local Union No. 9 recognizes its great loss in the death of Brother O'Connor and hereby expresses its appreciation of his services to the cause of our Brotherhood; and be it further

Resolved, That Local Union No. 9 tenders its sincere sympathy to the family of our good Brother in their time of great bereavement; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother, a copy be spread on the minutes of our Local Union No. 9 and a copy be sent to the official Journal of our Brotherhood for publication.

WILLIAM PARKER,
JOHN LAMPING,
HARRY SLATER,
Committee.

Lloyd Lucas, L. U. No. 271

Whereas it has pleased the Almighty God, in His infinite wisdom, to call from our midst our esteemed Brother, Lloyd Lucas, who departed this life January 28, 1934; and

Whereas in the passing of Brother Lucas Local Union No. 271, I. B. E. W., mourns the loss of a true and loyal member; therefore be it

Resolved, That our sympathy be extended to the bereaved family and that a copy of this resolution be spread upon the minutes and a copy be sent to the family and a copy be sent to the Editor, to be published in our official Journal and that our charter be draped for a period of 30 days.

GLEN PISTORIUS,
L. K. BOBBITT,
A. B. RUTLEDGE,
Committee.

Norbert Berve, L. U. No. 461

Whereas Local Union No. 461 has been called upon to pay its last respects to a departed Brother, Norbert Berve, who has been a member of the International Brotherhood of Electrical Workers for 25 years; and

Whereas it is our desire to express as best we can to those who remain to mourn his loss, our sincere sympathy; therefore be it

Resolved, That a copy of these resolutions be sent to his family, a copy spread on the minutes, and a copy sent to our official Journal for publication; and be it further

Resolved, That our charter be draped for a period of 30 days in further respect to his memory.

J. L. QUIRIN,
RAY L. FOX,
ED. BACH,
Committee.

Charles W. Harman, L. U. No. 574

Whereas it has been the will of Almighty God, in His infinite wisdom, to remove from our midst our Brother, Charles W. Harman, and through his passing our organization has lost a true and loyal member; therefore be it

Resolved, That we, the members of Local Union No. 574, I. B. E. W., extend to those who remain to mourn his loss our deepest sympathy; and be it further

Resolved, That a copy of these resolutions be sent to the bereaved family, a copy be spread upon the minutes, and a copy be published in our official Journal.

THOS. H. TATHAM,
GEO. F. HEINRICH,
HERBERT C. BAKER,
Committee.

William W. Welch, L. U. No. 28

Whereas with the deepest sorrow and regret, Local Union No. 28, I. B. E. W., mourns the loss of our faithful and loyal Brother, William W. Welch, who served untiringly in the highest offices of this union over a long period of time and in appreciation of his efforts; be it therefore

Resolved, That we stand in silence for one minute as a tribute to his memory; and be it further

Resolved, That our charter be draped for a period of 30 days, that a copy of these resolutions be spread upon the minutes of our meeting, a copy be sent to his bereaved family and a copy be sent to our official Journal for publication.

H. J. BROOKS,
C. C. CARTER,
Committee.

William Henry Powers, L. U. No. 734

Whereas Brother William Henry Powers departed this life on January 13, and
Whereas the place occupied by Brother Powers must always remain unfilled in the hearts of those who knew him best; therefore be it

Resolved, That our charter be draped in mourning for a period of 30 days; and be it further

Resolved, That a copy of these resolutions be published in our official Journal and that a copy be spread on the minutes of Local Union No. 734.

A. C. BROWN,
J. B. BROWN,
J. FRED CHERRY,
Committee.

Sherman Yeaton, L. U. No. 377

Whereas the Almighty God, in His infinite wisdom, has seen fit to remove from this earth our beloved Brother, Sherman Yeaton, and it is with deep sorrow that we mourn the loss of this Brother; therefore be it

Resolved, That the members of Local Union No. 377 extend to the family and relatives of our late Brother Yeaton our heartfelt sympathy and condolence in this hour of sorrow; and be it further

Resolved, That our charter be draped for a period of 30 days in memory of our Brother, also a copy of these resolutions be forwarded to the family, and also that a copy be spread on our minutes, and a copy be sent to the official Journal for publication.

HAROLD OLIVER,
ERNEST FORREST,
STEPHEN DALTON,
Committee.

Frank M. Desmond, L. U. No. 798

Whereas it has pleased Almighty God, in His infinite wisdom, to call from our midst our worthy Brother, Frank M. Desmond; and it is with deep sorrow that we mourn the loss of this Brother; therefore be it

Resolved, That the members of Local Union No. 798, I. B. E. W., extend to the family and relatives of our late Brother, Frank M. Desmond, our heartfelt sympathy and condolence in this hour of sorrow; and be it further

Resolved, That our charter be draped for a period of 30 days in memory of our Brother, also that a copy of these resolutions be forwarded to the family, and also that a copy be spread on our minutes, and a copy be sent to the official Journal for publication.

M. H. ROWE,
J. F. CASEY,
T. HANCOCK,
Committee.

George Garland Bennett, L. U. No. 79

In accordance with God's plan, the Great Architect of the universe cancelled the individual purpose of the natural life of Brother George Garland Bennett, after 40 years of its earthly endeavor, to commend his spirit to the archives of immortality on the 15th day of February, 1934.

Resolved, It is with deep sorrow and regret that L. U. No. 79, I. B. E. W., mourns the loss of this member, and his nearly three decades of service is appreciated; it is further

Resolved, That we tender our sincere sympathies to the bereaved mother, to the widowed wife, and fatherless children, and surviving relatives, and finally

Resolved, That a copy of these resolutions be forwarded to our official Journal for publication, that a copy be sent to the bereaved family and our charter draped in tribute.

JOHN NEAGLE,
YULE KETCHUM,
HARRY RICHTER,
Committee.

Harry T. Grubb, L. U. No. 151

Whereas it has been the will of the Almighty God, in His infinite wisdom, to remove from our midst on the night of February 8, 1934, our dearly beloved Brother, Harry T. Grubb; therefore be it

Resolved, That the members of Local Union No. 151, I. B. E. W., extend to his bereaved wife and relatives their sincere sympathy in this their hour of sorrow; and be it further

Resolved, That our charter be draped for a period of 30 days, in memory of our departed Brother, and that copies of these resolutions be sent to Mrs. Grubb, a copy to the official Journal of the Brotherhood, and a copy be spread on the minutes of the local.

FRANK NELSON,
FRANK HICKEY,
F. P. NOONAN,
Committee.

Attest:
FRED F. DUNNE, Secretary.

DEATH CLAIMS PAID FEBRUARY 1-28, 1934

L. L.	Name	Amount
3	A. Raupp	\$1,000.00
I. O.	G. H. Rice	1,000.00
58	A. L. Russell	1,000.00
9	U. G. Jones	1,000.00
3	F. J. Kassen	1,000.00
271	L. Lucas	1,000.00
537	J. Crowley	1,000.00
51	D. E. McKinney	825.00
3	A. R. Berry	1,000.00
98	G. B. Reitze	1,000.00
110	H. A. Cover	1,000.00
I. O.	J. C. Harrison	1,000.00
I. O.	Geo. Koehler	1,000.00
103	C. Snow	1,000.00
798	F. M. Desmond	1,000.00
134	W. Albrecht	825.00
134	D. F. Cleary	1,000.00
38	P. J. Dunn	1,000.00
461	N. Berve	1,000.00
134	F. Johnston	1,000.00
613	G. L. Henry	1,000.00
103	K. F. Wurttenburger	1,000.00
3	Jos. Goldner	1,000.00
11	G. W. Colony	1,000.00
151	Harry T. Grubb	1,000.00
9	Fred Metz	1,000.00
79	Geo. Bennett	1,000.00
9	Wm. Carmody	1,000.00
948	G. L. Pinkney	1,000.00
3	T. J. Fitzgerald	1,000.00
2	J. E. Robertson	1,000.00

Claims paid February 1 to February 28, 1934	\$30,650.00
Claims previously paid	3,274,461.10
Total	\$3,305,111.10

HOW THE HOUSING PROBLEM MUST BE SOLVED

(Continued from page 113)

erty poor". Hence, there is only one agency left to step in and kill the proverbial two birds with one stone.

And what is the government of the United States doing?

Inspired by President Roosevelt, the Housing Division of the Federal Emergency Administration of Public Works was established on July 6, 1933. The appointed director of this department is Robert D. Kohn, a former president of the American Institute of Architects. Since then, after Secretary of Labor Perkins' exposure of the abominable conditions of nearly one third of the population of the United States, the government has established the Emergency Housing Corporation, capitalized at one hundred million dollars. As yet, no funds have been allocated out of this amount. It is hoped, however, that this money will be used for slum clearance.

Before the establishment of this corporation, loans were sanctioned out of the P. W. A. funds for slum clearance and limited dividend projects enumerated below:

The Knickerbocker Development, New York	\$8,075,000
Spence Estate Housing Corp., Brooklyn	2,025,000
Dick-Meyer Corp., Queens, N.Y.C.	3,210,000
Mayor's Business Recovery Council, Cleveland	12,000,000
American Federation Full-Fashioned Hosiery Workers, Philadelphia	845,000

Neighborhood Association, St. Louis	500,000
Euclid Housing Corp., Euclid, Ohio	1,000,000
Suburban Housing Association, Hutchinson, Kans.	40,000
Hillside Housing Corp., Bronx, N. Y.	5,184,000
Halletts Cove Garden Home, Inc., Queens, N. Y.	2,965,000
Governor of Virgin Islands, Virgin Islands	45,000
Teckwood, Inc., Atlanta, Ga.	2,600,000
Sunshine Apartment Corp., Richmond, Va.	663,000
Harms Park Housing Corp., Chicago, Ill.	1,333,000
University Housing Corp., Atlanta, Ga.	1,212,000
Indianapolis Community Plan Com. of Chamber of Commerce, Indianapolis, Ind.	4,460,000
Roosevelt Terrace Housing Development, San Francisco, Calif.	3,230,000
Hillcreek Homes Corp., Philadelphia	1,290,000

Analyzing these listed projects from the point of view of slum clearance, we find only a comparatively few of them as coming in this category. The remainder are limited dividend housing projects in sparsely settled parts of cities or their suburbs. Right here, I contend that if we are going to accomplish anything for the slum dweller, studies must be conducted of the blighted cities and country areas.

The findings of these surveys must be followed by the removal of these dilapidated buildings and by erection of new, modern buildings. It should be stipulated that these buildings should be rented to the families who were compelled to move because of the destruction of the old shacks at nearly the same rentals that they paid in the old rookeries. Only in this way can the people for whom these benefits are intended get them.

In the matter of unemployment relief, not much can be expected. Fifty million dollars in building construction spread across the entire country is like adding a glass of water to the ocean in an attempt to raise its level. Looking at the increase of employment from the point of view of scientists like Carl Compton and Robert A. Millikan, we can augur a 100 per cent improvement. It certainly will give a few jobs to some one, where none exist now.

From the preceding discussion of the housing problems as they affect the lives of those unfortunates who live in the ten million houses that should be wrecked in the United States, all this flutter of proposed deliverance does not even begin to break the assayed camel's back in this situation. And when we consider the possibility of those trained mechanics who normally earn their livelihood in the construction of industry of being reemployed at their trades in the near future—it is just like staring into bleak space.

Now then, how can we possibly solve the housing problem? I believe that it can be solved by a government study of mass housing planned at long range, followed by a building program for an indefinite number of years. The gov-

ernment to furnish the necessary funds for the housing program. The buildings built to be leased on a maintenance cost basis—without profit.

CANADA'S CONSTRUCTION NEEDS STABILIZATION

(Continued from page 107)

Industry	Male	Female
ing, rolling	19,393	703
Foundry products and forgings	23,656	781
Boilers, engines, machinery (not agricultural)	17,358	1,051
Hardware and tools	4,722	694
Sheet metal products	3,908	545
Wire and wire goods	3,557	433
Non-ferrous Metal Products		
Brass and copper products	4,199	529
Electrical apparatus	16,342	3,991
Non-metallic Mineral Products		
Brick and tile	4,178	81
Glass and its products	3,592	403
Lime, plaster, cement, artificial-stone	4,347	90
Monumental stone and marble, stone-cutting	2,756	67
Asbestos products	520	67
Non-metallic mineral products, n.e.s.*	2,280	174
Chemical and Allied Products		
Paints, pigments and varnishes	2,659	458
Totals	373,752	12,202

*Includes gypsum and roofing (slate, asphalt) products.

The number of males losing time in the period of time which the above tables covers was 239,779 and the number of females was 3,939. The number of weeks lost in that time was, males 5,869,531 and females 74,834 or a total of 5,944,365 weeks lost or 114,122 man years.

These figures are not up to the minute, yet we can get an up to the minute picture by taking into consideration the following figures. Simply contrast the volumes for the two years and apply the results to the above.

Volume of construction for the year 1931	\$315,482,000
Volume of construction for the year 1933	97,289,800

One-Half of Unemployed Accounted For

It is obvious from the above that the lack of work in the construction industry is responsible in a very large measure for the numbers of unemployed in the country. It is also correct to state that if the construction industry were operating at 1929 rate, 500,000 people would be back in employment today who are at present unemployed. In other words, about half of Canada's unemployment problem can be laid at the door of this industry.

Some further idea of the ramifications of the building industry can be had from the following. A breakdown of a building in an eastern city was made and while it did not go back to natural resources, it showed that over 2,000 firms contributed to the erection of the building. The secretary of the National Construction Council of Canada made a survey of the employment possibilities of construction and found that for every 1,000 persons employed:

557 were employed directly on the job, 250 were employed in the manufacture of

materials,
15 in the production of raw materials,
5 in the production of coal for the manufacture of materials,
40 in transportation,
28 in wholesale distribution of materials,
73 in retail distribution of materials,
32 as architects, draftsmen, engineers, etc.

In the above, housing has not been taken into consideration, yet it is a problem that has possibilities. Should there be a return to anything like normal conditions there will be a demand for houses. At the present time there is a shortage. It has been difficult to secure figures for all cities in Canada. Toronto, for which there are some figures, is we believe in a similar condition to most cities. In Toronto there are nearly 10,000 families doubled up and there are only about 1,700 vacant houses. It is quite easy to visualize what will happen should there be an upward trend in the economic field. Immediately there will be a demand for houses and speculators taking advantage of the situation will immediately boost prices. This problem could quite easily be used to create employment at the present time.

The construction industry, beyond all other industries, is unique in its ability to provide great diversity of employment. The ramifications of this industry are so far-reaching that it is difficult to find any major industry in the country not seriously affected by its prosperity or otherwise. It follows that a dollar spent in the construction industry is diffused through the whole fabric of industry. No particular group and no particular locality is affected more than any other group or locality. A bridge on the West Coast will provide work for steel makers in Nova Scotia and an office building in Toronto will provide work for lumbermen in British Columbia.

THOUSANDS OF HOMES WAIT FINANCING

(Continued from page 109)

work. In 1933 this had dropped to \$1,000,000. This means that a great deal of the work has been arrested and much needed work is being piled up ready to be done when funds are available.

What attitude the government is going to take on the scale of wages for this work is yet to be determined. When O. M. W. Sprague was working out a

similar plan, he was bent upon cutting building trades wages down on the grounds that this was necessary for this kind of relief work. Unions which have dealt with similar local plans in cities have at times been willing to quote a blanket price for renovation work that had some reduction in the wage rates, or they have been willing to reduce their hourly rate for this type of work. However, their experience has taught them that many employers try to take advantage of the double scale to break down the wage structure to the lowest point throughout the whole region.

The plan is credited to Frank C. Walker, director of the National Emergency Council, and Winfield W. Riefler, sometimes called the "economist-interpreter to the President." Labor does not feel so happy about the following statement by Arthur Krock of the New York Times:

"Authors of the plan, and those whom they have converted, believe that it will do a great deal to bring down for the present what is regarded as an unduly high scale for construction labor. That is termed out of line with other labor costs, with the general price level and with the theory of slow and steady advancement of prices and labor toward the national recovery plateau. The consideration which it is held would induce construction labor to cut its prices would be the other reductions and underwritings inherent in the plan—and widespread opportunity to get work that cannot otherwise be obtained.

"In metropolitan areas at present unionized skilled labor scales for inside and outside construction are from 75 cents to \$1.25 per hour while non-union labor charges from 40 to 70 cents. Non-skilled union labor is paid from 40 to 75 cents in these areas, while the non-union rate ranges from 20 to 40 cents. Scales in small towns and country districts are relatively less in these categories."

Affection can withstand very severe storms of vigor, but not a long polar frost of indifference.—Sir Walter Scott.

NOVEL WAY IN WHICH BROTHERHOOD MAN BUCKS DEPRESSION

Joseph Grimm is an electrical worker and has been a member in good standing of the I. B. E. W. for the past 15 years. Joseph Grimm is an ambitious young man, what with a wife and two children, he has to be. Having been unemployed for about two years, with no immediate relief in sight, Brother Grimm had to do some hard and fast thinking. His brother-in-law is a cigar manufacturer, running a strictly union shop and producing real fine cigars. This gave Brother Joe Grimm an idea. He approached his brother-in-law somewhat in this fashion: "Jim, you know I have been out of work for a long time now. You can help me if you will." "Tell me how and I'll be glad to help

if I can," answered Jim. "Well, I was thinking," said Joe, "that if you will make me a brand of cigars at cost, with no profit to yourself, so that I can sell them at a reasonable price which would leave me a small margin, I am sure the boys in my craft union will patronize my product." Jim without the slightest hesitation promptly consented to do his part. So now Brother Joseph Grimm is offering to all smokers of good cigars the following brand and sizes of union made, union label cigars.

Burkhart (Perfecto) box of 50 cigars \$2.50.

Burkhart (Londres) box of 50 cigars \$2.25.

Joseph Grimm can be reached at 6855 Fresh Pond Road, Ridgewood, L. I.

FULL PROTECTION OF LABOR STANDARDS ASKED

(Continued from page 105)

the Administrator of Public Works under the authority of the National Industrial Recovery Act."

3. Labor Standards From a Technical Point of View.

All of the above certainly was an effort to establish, secure, maintain and advance labor standards. We agree that the wage question is complex. It can be approached from many different angles, all of which are important. There is the sentimental point of view at the base of which is human desire, growing out of which most movements for relief and charity arrive. There is the social point of view which undertakes to view unemployment and low wages as a crime against the state. There is the economic point of view, which sees wage earners as buyers or prospective buyers, capable of keeping the complex economic machine running smoothly. These approaches are indeed significant and should not be overlooked in any discussion. However, in this statement we are trying to understand wages from the technical point of view.

What do wage standards mean to an industry is the question. The United States Government has established a Bureau of Standards. Its chief function is to test, measure and weigh materials that the government buys. The standards so approved are accepted everywhere as authoritative. No one with any degree of sense would desire to have the Bureau of Standards or its work abolished.

Just as the Bureau of Standards performs this function for materials, the United States Department of Labor does and should uphold labor standards. Just as a manufacturer wishes to have guidance in the fabrication and processing of the material he manufactures from the Bureau of Standards, so enlightened employers, too, wish to have such standards for wages. The United States Department of Labor has not gone as far in the protection of labor standards, as the Bureau of Standards has in the protection of material standards.

The principal agency for protecting labor standards has been the labor union. This is generally conceded by economists and social minded persons. It is admitted that when the Secretary of Labor appointed the Labor Advisory Board for Public Works, and when the Public Works Administration approved of the wage set up as suggested by the Labor Advisory Board, a long step was taken towards setting up proper labor standards.

4. Value of Labor Standards From a Technical Point of View.

Recently we asked an employer, who has performed some of the largest electrical construction jobs in this country, to set down his point of view on the advantages of a labor standard to his estimating work. He said:

"While undertaking to obtain business in a highly competitive market and on a profitable basis, and at the same time protect his investment, the contractor welcomes every opportunity to avoid or eliminate the element of chance and he will take advantage of every stabilizing factor within his reach.

"In the electrical construction industry the contractor who undertakes the execution of lump-sum contracts usually finds that his estimated cost is simply the sum of a number of items determined by guess, or by his experience or judgment, as most of the items of known cost are provided by the plumber, ventilating contractor, general contractor or owner.

"As the contractor makes no profit unless he obtains contracts, and as all the jobs are likely to be done by his competitors if their estimated costs are lower than his, it is evident that a contractor must aim to obtain the most accurate cost possible upon which he will base his bid or selling price.

"The principal items of cost in an electrical job are electrical materials and the labor required for the installation of these materials. A competent estimator can very accurately determine the quantity of materials required and their costs can be readily obtained from the manufacturers and jobbers, so the contractor feels that in so far as material cost is concerned he is on reasonably safe ground.

"The cost of the required labor for any job is of course the product of the number of hours and the wage to be paid per hour, it being general practice to consider and base all building trades mechanics' compensation in terms of hourly rates on account of the broken time which results from weather and building conditions.

"As with the material quantities, the well qualified estimator, in whose hands are entrusted the contractor's chances of obtaining the job at a profit or at a loss or not at all, can quite accurately estimate the number of hours labor required if he has knowledge of the experience and ability of the men to be employed. If the hourly rate to be paid these men is known, the estimator and the contractor feel that the job labor estimate is likely to be accurate.

"In practice it usually is found that only wiremen of recognized experience and ability are those for whom an established wage rate has been set up. This rate is intended as a minimum and the contractor is justified in figuring that any additional labor expenditure will be represented by a decrease from the estimated number of hours.

"The wireman who has qualified as such to the degree that he has an established wage rate usually is anxious to maintain that standing, which most likely can be done only by his

satisfactory performance for the contractor. Such performance is an assurance to the owner who realizes that the contractor's greatest asset is a satisfied customer. Also, both the contractor and the owner feel that the workman employed at an established wage rate feels that he is being fairly compensated and therefore expected to install work creditable to all concerned in its operation and life.

"When a labor estimate is not based upon an established rate the contractor must gamble as to the number of hours and the price per hour. With the protection of his investment in mind, even more firmly than his hope for profit, the contractor may be justified in basing his selling price upon an estimated cost which he may feel is more than safely high. If all competitors are figuring on labor of doubtful efficiency and experience, at an unknown rate, subject to change overnight, the customer may be financially penalized for such an unstable condition and for all the competing contractors playing safe.

"Those engaged in the electrical construction industry, both the contractors and workmen, may feel that the industry would be more prosperous and the owners better satisfied if less attention were directed to the subject of hourly wage rates. Frequently the owner who objects to the contractor paying a competent mechanic \$1.50 per hour, for example, for a 40-hour week, will readily admit that a man of such experience and skill should be paid at least \$3,000 for a full year's services."

5. The Union as a Maker of Labor Standards.

We have examined a great many of the working agreements now in effect between the electrical contractors and local unions. From these agreements we have culled the following provisions which are standards established in many places throughout the country:

Provision for extra compensation for holidays and overtime.

Provision that workmen shall not be employed for a period of less than four continuous hours.

Payment for time lost when reporting for work and there is no work.

Provision for payment of wages on employers' time and that not more than one day's pay shall be withheld.

Provision for traveling expenses when necessary.

Provision for apprenticeship training.

Provision for apprentices having to serve four years before becoming a journeyman.

Provision that only one apprentice can be employed for every five journeymen.

Provision for apprentices working only under the personal supervision of journeymen.

Provision that an apprentice shall actually work at the trade not less than 1,500 hours before being eligible to advance to the next class of apprenticeship.

Provision for employer furnishing tools, such as blow torches, 11/16 bits, twist

drills, taps, hack saw blades, wood saws, star drills and concrete cutting tools.

Provision for an employer providing for the sharpening of all cutting tools.

Provision that employer shall not work with tools.

Provision that where member of employing concern is permitted to work with tools, he must be a journeyman and perform work only during working hours.

Provision for superintendents and foremen not handling tools, and receiving extra compensation.

Provision that foreman shall not have more than 15 men under his supervision.

Provision that on live work of 440 volts or over, two journeymen must be employed.

Provision for work being installed in accord with municipal rules and code requirements, also the contract specifications, and in a safe and workmanlike manner.

Adequate facilities for hanging employees' clothes, and also adequate wash stands and toilets.

Group insurance covering life, total disability and pensions.

Precautions to secure the health of employees, including a supply of first aid cabinets in convenient locations.

Conclusions

1. It would seem, therefore, that the primary function of a union is to create proper labor standards.

2. That the U. S. Department of Labor rightfully becomes the adopter and upholder of such labor standards.

3. That the U. S. Department of Labor may well seek to secure wider adoption of such labor standards, even upon a universal scale.

4. That such wider adoption depends upon just two courses of action:

A. Universal unionization.

B. Compulsory control of employers.

5. Waiting the former (A) and forbidden to the latter (B), the least that could be done would be to seek clarification of the laws governing submission and letting of bids on government contracts, in particular, clarification of that age-old phrase, "lowest responsible bidder."

Respectfully yours,

D. W. TRACY,
International President.

BULLETIN OF THE I. B. E. W. RADIO DIVISION

(Continued from page 120)

small percentage, indeed. He bases this on his own years of experience in the industry. Heretofore he has never found it necessary to work on any station requiring more than 40 to 44 hours per week, nor at a lesser wage than \$35 per week. As previously mentioned the writer now finds it necessary to give his services for \$25 per week with no come-back; the employer need only point to the NRA code to justify his stand.

In a letter from Portland, Oreg., we read: "A little coal bunker room beneath the transmitter building was designated as living quarters for the operator to sleep in. It was too small to put a bed in properly and when this was crowded in no room was left for a dresser or chair. No toilet facilities were provided and no heating; no wall or floor insulation. It was a bare cement dungeon with one small high window and a door facing the windward

and the motor generators overhead made sleeping before midnight impossible. On top of this, the man who has to sleep there and act as free night watchman has to stand his regular eight-hour watch in the daytime at the transmitter. This 'sleeping business' was reported to the NRA, but nothing ever came of it. When the chief engineer was asked how much longer this was to continue he replied, 'Why don't you get your company union organized and protest through your regular channels in that?' Now, if that isn't putting on the high pressure counter E. M. F., what is? These 'company men' certainly have matched impedances!" The station managers of Portland have intimidated their employees with threat of dismissal if they join a union. One chief engineer has let it be known to the three men under him that his bosses are against unions and lets them read between the lines that if they join a union their services will be unsatisfactory to him and all he will have to do is pass the word along to the fire-and-hire department and another tooth will be knocked off the NRA gears. We cannot help agreeing that after 16 years of good service, it seems strange that a man should become inefficient overnight. Unless these abuses have been corrected, we see here a picture of how the code is functioning to make definite the rights of labor.

We read daily of the utter disregard of codes displayed by members of certain industries and the almost futile attempts of the government to enforce code provisions. In the broadcast industry, however, the government is in possession of a particularly powerful weapon if it should decide to "crack down" on obstructionists to its program. Every broadcast station in the country depends for its very existence upon its federal government license. A few license revocations should serve as a forceful reminder to the recalcitrants to get in line.

The practice of sanctioning wholesale consolidations of small stations by the Federal Radio Commission should be discouraged where such combinations tend to reduce the number of employees. In New York out of 14 stations in operation a few years ago only five now remain because of consolidations. In some instances the personnel has been reduced proportionately. Consolidations are fine if they eliminate waste and duplication of technical equipment and improve service to the public, but the Federal Radio Commission should approve such consolidations only on the basis that the total number of employees engaged shall remain intact. Any other action will be contrary to the principles of the whole recovery program.

At every mention of a 40-hour week for broadcast technicians a howl goes up from the small station owners that they cannot bear the expense. If that is true, the remedy is simple. Many of the

small stations today are being operated by the sorriest lot of so called "business men" ever assembled in any industry. They are monopolizing valuable frequencies which, if allocated to an enterprising business organization, could be made to produce some semblance of a profit. Every station owner in applying to the commission for renewal of license must produce satisfactory evidence of financial responsibility. If he cannot conduct his business so that he can afford to pay his technical and other personnel a living wage he cannot honestly be declared financially responsible. In these times of recovery measures, if he conducts his business by exploiting his employees, it cannot be truly said that he serves public interest, convenience and necessity. The government is missing a timely opportunity if it does not weed out these incompetent station owners who cannot keep pace with recovery measures.

When the code is reopened on March 11, 1934, for consideration of the hours and wage provision for technicians, the I. B. E. W. will again represent the operators. Among other things we shall ask revision of the code to eliminate unduly long hours at stations using split time. The remedy for this lies within the powers of the station owners themselves. Instead of spreading operating time over the entire broadcast day, in one or two hour schedules, a schedule of consecutive hours each day, staggered over the week can be arranged. If the station owners are too stubborn to agree among themselves on such a schedule, compel them to employ additional technicians. We are going to demand a clear cut definition of the hourly rate that should be paid technicians who work by the hour. Many are being paid a certain sum for remote work. The question of traveling expenses and overtime payments will be brought up. You still have time to report violations of the code to Mr. M. H. Hedges, 1200 15th St., N. W., Washington, D. C. Make your recommendations of code changes to him also.

International Representative Thomas R. McLean signed a working agreement with Station WOWO in Fort Wayne, Ind., late in January. A 40-hour week and a \$45 a week minimum are the provisions. The technicians of Fort Wayne are convinced that it doesn't pay to bargain individually with your employer. You come out on the losing side every time. Collective bargaining through a firmly established outside labor organization is the only sure road to higher pay and better working conditions.

Cultivate the friendship of your commercial sponsors. They may prove of great assistance to you in your future efforts to obtain better conditions. Co-operate with union musicians.

To love and win is the best thing; to love and lose the next best.

—William Makepeace Thackeray.

SENATOR WAGNER EXPLAINS INSURANCE BILL

(Continued from page 108)

the action of the states alone is not to be anticipated. The notion has become deeply ingrained that the first states to pass unemployment insurance laws would handicap their industries engaged in interstate competition. I believe that this notion is short-sighted, and that employee protection would bring increases in efficiency that would more than justify the reform. But with one exception, no state has been ready to make the initial plunge."

NETWORKS ARE DISPLACING RADIAL SYSTEMS

(Continued from page 115)

it may be located separately a few feet away from the transformers.

The protector appears to be a complicated piece of apparatus but its fundamental principle is quite simple. The essential parts of the protector are a three-phase circuit breaker, a main operating relay controlling this breaker, and a phasing relay, which insures the proper phase relations before the circuit breaker is allowed to close. The duty of the protector is to connect the transformer secondaries to the network mains, when the conditions are such that current may flow from the transformers into the network, and to disconnect the transformers when the network voltage rises and current tends to flow back into transformer, due to this rising voltage or some trouble in transformer or high voltage feeders of this particular transformer. Under normal operating conditions the network protector's circuit breaker is closed, and current flows from transformers to local load and also into network mains, if the voltage conditions are favorable to it; if the local load is very light and the network voltage rises, the protector will disconnect the transformer and whatever light load there may be will be carried by the network.

To reduce circulating currents and improve voltage regulation on unbalanced loads, the latest type network protectors are equipped with special balancing transformers.

The capacities of network protectors extend from a few hundred up to 3,000 amperes.

Advantages Weighed

Everything said so far seems to be in favor of the networks; but from the consumer's point of view there is one disadvantage—the four-wire a. c. network system produces voltages that are not standard in present-day practice. As previously stated, the ratio between voltage available for power in a four-wire a. c. network and the voltage available for lights is 1.73. If we select a standard voltage for our lamps, the voltage for motors will be off standard, and vice versa. Between the lamps and the motors, the lamps are the most sensitive to variation in voltage. If the voltage across the lamps is changed, then the life

of tungsten lamps varies inversely as the fourteenth power of voltage, and the candlepower of the lamps varies directly as the fourth power of the voltage; it means that with slight increase in voltage the life of the lamp is considerably shortened, and with a slight decrease in voltage the candle power is very much reduced. Therefore, the best we can do is to select a standard voltage for our lamps and let the motors take care of themselves the best way they can.

If we select 120 volts as the standard for our lamps, then the network voltage for our motors will be 208. The nearest voltage for which our standard motors are built at present is 220, and the manufacturers of these motors claim that they will give satisfactory service on 10 per cent over or under-voltage; in other words, the motors should operate satisfactorily on any voltage between 198 and 242. In most cases they do.

This is what actually takes place when we operate a 220-volt motor from a 208-volt line under normal load conditions: The starting (and maximum) torque is reduced a little over 10 per cent; full load current is increased about 5 per cent; heating effect of motor also increases about 5 per cent, r.p.m. will be reduced about 1 per cent, and slight variation in efficiency and power factor will be of no great consequence.

With the exception of reduced starting torque, the above defects are not very pronounced and would not materially upset the characteristics of 220-volt motors when used on 208-volt line; but in practice we very seldom have 208 volts at the motors. After discounting the usual 3 to 4 per cent voltage regulation and volt drop in feeders, we will find the voltage at the motors to be around 200. At this voltage the starting torque will decrease over 17 per cent and on installations where heavy starting torque is obligatory, like on cranes, hoists, elevators, etc., the performance of the motors will be unsatisfactory.

What can we do in such cases?

On new installations we may buy over-size motors with ample starting torque and satisfactory running characteristics, with the attached penalty of lower power factor and efficiency. On existing installations we may separate the light and power loads and use voltage boosting transformers on the latter; this may prove to be quite expensive and offset some of the advantages gained through the network system. The best and the proper thing to do would be to rewind the motors for the lower voltage.

One plows, another sows, who will reap no one knows.

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		Reinstatement Blanks, per 100.....	.75



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ADDRESS, G. M. BUGNIAZET, I. S.



LOCAL UNION OFFICIAL RECEIPTS FROM JANUARY 11, 1934, TO FEBRUARY 10, 1934



L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS				
1. O.	64822	66784	56.	903901	903905	134.	120001	120046	231.	224262	369.	107559	107619
1.	14402	14405	57.	173188	173241	134.	120751	121500	231.	931954	371.	897624	897632
1.	61501	61512	58.	301	326	134.	121501	122250	232.	935562	372.	915000	
1.	132909	132912	58.	138111	138183	134.	122251	122917	233.	135079	372.	949201	949230
1.	204515	204750	58.	14206	14400	134.	137351	138497	233.	215079	377.	29502	29521
1.	288001	288559	58.	149286	149704	134.	146466	115469	236.	937821	377.	129971	130032
1.	963830	963840	58.	150001	150045	134.	115730	115737	237.	886365	379.	51587	51600
2.	144799	144822	58.	342221	342748	135.	658456	658466	240.	858211	379.	906901	906902
2.	170501	170640	58.	614641	615000	136.	287	332	243.	139103	380.	643620	643628
3.	A-J.	3356-3400	59.	128497		136.	212574	212575	245.	195751	382.	380055	380071
3.	A-J.	3491-4241	59.	946668	946755	136.	222821	222861	245.	209676	384.	28373	28381
3.	A-J.	4401-4418	60.	835963	835995	137.	215939	215943	245.	827211	389.	888421	888439
3.	B-J.	833-883	65.	126650	126750	138.	701184	701221	247.	318858	390.	22837	22893
3.	B-H.	65-66	65.	285751	285840	139.	79212	79213	254.	43486	390.	283501	283522
3.	C-J.	160-190	66.	34672	34699	139.	146318	146361	255.	56754	393.	943242	943265
3.	D-J.	84-88	66.	173753	173963	141.	397947	397963	256.	627293	394.	649049	649062
3.	O-A.	3475-3600	66.	321248	321253	143.	6784		256.	904801	395.	613238	613239
3.	O-A.	3633-3710	68.	72344	72526	143.	656651	656670	257.	103654	397.	892000	892033
3.	A-3-H.	48-56	68.	162097	162175	145.	148504		257.	916918	401.	948909	948934
3.	A-4-H.	466-550	69.	532946	532948	145.	154831	154913	259.	5591	403.	626517	626525
3.	A-4-H.	673-698	72.	958566	958568	145.	291675	291675	259.	881815	406.	680502	680523
3.	X-G.	28835-29000	76.	205579	205647	146.	58691	58716	263.	250955	408.	126921	126985
3.	X-G.	29052-29796	77.	24690	24712	150.	918581	918600	263.	916092	408.	149281	149282
3.	X-G.	29801-30372	77.	175718	175829	150.	954001	954036	265.	263570	408.	172801	
3.	X-G.	30401-30537	79.	205385	205398	151.	152122		267.	61101	409.	139521	
5.	191661	192000	79.	879624	879727	151.	169851	170086	269.	87176	409.	171776	171813
6.	101331	101536	80.	891458	891480	152.	199381	199387	270.	86259	413.	145299	145315
6.	141286	141348	82.	53240	53250	152.	779553	779578	271.	592031	413.	207794	207861
8.	82563	82686	82.	147001	147089	153.	148024	148035	275.	32308	415.	143751	143753
9.	103531	103900	83.	152237	152250	155.	299961	299965	275.	912539	415.	936363	936389
9.	201691	201700	83.	157508	157513	156.	950118	950139	278.	410930	416.	91410	91441
10.	627800	627807	83.	206251	206447	158.	218852		280.	639522	417.	147932	147934
11.	187615	187766	84.	76248	76254	158.	830923	830940	281.	402387	417.	279713	279750
11.	207099	207251	84.	880231	880306	159.	156238	156287	283.	701781	417.	315001	315003
14.	37241	37247	86.	8074	8079	164.	138611	139000	286.	634991	417.	61205	
16.	28697	28724	86.	15338	15350	164.	268431	268610	288.	790947	418.	31405	31500
16.	58155	58200	86.	344139	344277	169.	631648	631654	290.	5978	418.	33017	33021
16.	312751	312797	87.	885952	885958	173.	651764	651772	291.	335949	418.	159442	159461
17.	220571	221070	88.	475212	475231	174.	628907	628913	293.	72280	418.	248252	248253
18.	24552	24554	93.	935118	935122	175.	88734	88740	296.	653167	418.	319501	319591
18.	133182	133187	94.	940231	940236	175.	653531	653560	300.	626245	421.	7611	7630
18.	164811	165068	95.	640732	640750	177.	86324	86440	302.	25873	425.	262085	262088
20.	725976	726000	96.	18670	18672	177.	333394	333508	302.	60581	426.	199073	199074
20.	920101	920160	96.	155925	155949	178.	19132		304.	249173	426.	951307	951312
22.	67303	67370	96.	683004	683079	180.	48669	48669	304.	947736	428.	938771	938786
22.	361473	361537	98.	90001	90329	180.	916465	916500	305.	42006	429.	191827	191834
24.	171901		98.	90362	90365	180.	951601	951623	305.	915762	429.	885724	885748
24.	247997	248001	98.	323682	324063	181.	129110	129157	306.	28220	430.	195755	
24.	945008	945017	98.	822381	822750	183.	895268	895286	306.	650304	430.	942973	942999
25.	18701	18750	99.	95796	95949	184.	150933	150934	307.	628655	431.	193223	193234
25.	144001	144750	99.	203851	203873	184.	444465	444471	308.	11355	434.	945314	945324
25.	196501	196695	100.	36915		185.	867627	867670	308.	379500	435.	399461	399485
25.	203423	203424	100.	108707	108737	186.	34772	34789	308.	900601	437.	206158	206169
26.	7203	7278	101.	284517	284524	186.	201752	201754	309.	180029	437.	651241	651286
26.	188563	188915	103.	16483	16495	188.	432622	432625	309.	409132	440.	913888	913897
26.	206657	206691	103.	38593	39386	190.	951003	951023	311.	10050	441.	939358	939368
27.	185251	185265	103.	126599	126606	191.	935170	935184	311.	25717	443.	216469	216478
28.	5142	5164	103.	341191	341540	193.	152670	152785	318.	922016	443.	893123	893130
28.	48321	48346	104.	33814	34020	193.	409803	410014	321.	934057	444.	285646	285660
28.	365377	365501	104.	89407	89412	194.	160561	160594	323.	2740	446.	634188	634200
30.	645744	645757	105.	700248	700269	194.	170366	170404	323.	137388	446.	952801	952803
31.	218606	218609	107.	226412	226456	195.	147798	147801	324.	633852	452.	E231160, 231280,	
31.	940070	940114	107.	912221	912242	195.	167329	167408	326.	232389	452.	233252	
33.	63205	63212	108.	85245	85299	197.	584055	584064	328.	130596			
34.	39903	39907	108.	890496	890542	200.	209416	209476	329.	222460	452.	906601	906628
34.	60607	60702	109.	892834	892852	201.	74115	74120	329.	910175	460.	615960	615963
34.	125592	125679	110.	138811	138816	201.	18135		331.	897901	461.	864275	864303
36.	947161	947188	110.	280511	280551	203.	630718	630720	332.	28521	468.	666405	666407
37.	458857	458877	113.	27967		204.	237500	237503		(cate	470.	84507	84515
38.	136635	136642	113.	933603	933643	205.	246163	246164	332.	168902	474.	5735	5739
38.	369371	370105	114.	48260	48266	205.	174609	174626	333.	5883	474.	194259	194320
38.	803591	803727	116.	37233	37235	209.	600501	600523	335.	87723	475.	941421	941431
39.	6517	6557	116.	866587	866632	210.	9415	9480	336.	37501	479.	616936	616958
40.	156210	156274	117.	917617	91								

L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS		
517	642173	642182	614	732152	732157	770	900043	900096	1101	940538	940549
520	911347	911365	617	795291	795307	772	702440	702443	1105	658393	658400
521	234151	234155	619	630543	630544	773	654839	654869	1105	902101	902114
522	901882	901870	622	584722	584727	774	891781	891817	1108	81799	81805
526	945616	945625	623	25514		784	223665		1118	887217	887237
528	44454	44456	623	868805	868828	784	936136	936156	1131	949807	949816
528	111201	111237	629	674754	674783	787	626899	626910	1135	647504	647520
529	47852	47860	631	559473	559500	792	919290	919300	1141	241630	241650
530	618129	618135	631	904501	904508	794	39625	39628	1141	940914	940944
533	963470	963474	632	648838	648858	794	943630	943706	1144	86709	86711
536	77999	78000	636	554127	554162	798	954971	954985	1144	81441	81448
536	905401	905409	637	894647	894657	802	675749	675758	1151	657950	
537	169423	169433	640	168096	168134	811	64677	64681	1154	4601	4604
539	229951		640	33388	33416	817	94281	94500	1154	911911	911929
539	908308	908313	642	142474	142486	817	197251	197265	1156	31754	31814
540	626087	626100	644	933135	933157	819	892278	892293	1156	92258	
540	900301	900303	646	47580	47584	835	80374	80380	MISSING		
545	33601		649	535386	535430	838	892586	892613	40	172696-730	
545	913137	913156	652	212297	212301	840	628005	628016	47	45277-45279	
548	621129	621136	652	893715	893717	842	624999	625005	116	27282	
549	11782	11790	653	16201	16204	850	746355	746357	128	147765	
549	131296	131348	653	21606	21611	854	721811	721836	205	246160-162	
551	66477	66481	653	931356	931371	855	4424	4445	304	249176	179-180
552	95676	95685	656	654461	654480	855	247417	247420	191		
554	898219	898235	658	39530	39536	857	620439	620451	343	949516-517	
555	899490	899502	661	206199	206208	862	650913	650980	354	193365-369	
556	340101	340111	664	83403		863	907991	908002	416	91440	
557	942647	942658	664	897330	897360	864	92402	92455	554	898225	
558	216158	216224	665	659041	659055	865	93001	93057	577	910354	
558	899147	899159	666	16929	16998	869	441303	441316	597	895830-832	
561	2579	2738	668	74915	74924	870	671681	671708	617	795289-290	
562	920401	920424	669	241866	241877	873	909413	909420	719	232069-071	
562	R231165	167	670	176072	176081	885	944145	944177	794	934700-704	
	168, 172-175		673	663267	663277	886	281178	281201	854	721810	
562	R177, 181, 184,		676	83231	83234	890	706463	706470	VOID		
	192-195, 198,		676	207779	207780	892	637476	637485	1	288037, 133.	
	202, 204-205,		677	20137	20138	912	6138	6139	2	144816	
	238, 250-264,		677	874657	874708	912	1471	1500	3	A, J, 3372, 3384,	
	267-272, 275-		681	641856	641862	912	190501	190550	3561,	3582, 3750,	
	279		684	934297	934318	914	170147	170163	3771,	3836, 3913,	
564	740945	740950	685	604206	604225	915	75976	75977	4018,	4126, 4201,	
565	903296	903309	686	71715		918	17911	17936	3	O-A, 3481, 3549,	
567	89381	89497	686	177605	177627	918	221560	221566	3577	3697.	
568	691422	691438	691	908228	908237	937	672254	672269	3	A, 4, H, 525.	
569	23432		694	133620	133664	940	624242	624263	3	X, G, 28837, 28850,	
569	783670	783716	695	914298	914316	948	31592	31598	28863,	28872, 28905,	
570	16411	16419	697	26028	26207	948	182328	182376	28910,	28916, 28941,	
571	950401	950406	697	51301	51315	948	242219	242252	28965,	29059, 29083-	
573	658999	659000	697	389467	389738	953	912695	912704	29084,	29144, 29215,	
573	903601	903615	701	159174	159203	956	83827	83832	29244,	29344, 29375,	
574	24019	24021	702	33934	33935	958	657464	657467	29377,	29381, 29547,	
574	28242	28243	702	124724	124975	963	38990	39000	29595,	29712, 29817,	
574	794864	794910	704	159791	159810	963	313501	313502	29966,	30203, 30423,	
577	910342	910370	707	891126	891150	970	694605	694644	30473,	30479.	
580	52726	52734	710	652623	652633	971	443242	443244	8	82568, 588, 590-591,	
583	911085	911100	711	5196	5197	972	665263	665265	596,	633.	
583	948301	948307	711	22978	23043	978	74607	74613	9	103692-693.	
584	140282	140296	714	657409	657415	991	914474	914486	11	187613, 623.	
584	230938	231017	716	26462	26467	995	939104	939118	16	28708,	
584	797127	797192	716	111811	111940	996	65219	65221	17	220846.	
585	246453	246455	716	289797		1002	194269	194272	20	920147.	
585	618122	618132	717	4865	4928	1002	932377	932400	25	144332, 362, 365,	
588	686801	686833	717	9830	9831	1002	953701	953713	367-370,	452, 455.	
591	35125	35133	719	232051	232072	1021	79893	79903	566,	690, 196561.	
591	634478	634492	719	825289	825323	1025	649567	649569	24	247999.	
593	624694	624729	721	944711	944720	1029	620999	621000	28	365378, 451.	
595	110965	111000	722	549976	549980	1029	906001	906015	40	155469, 171654,	
595	158481	158498	723	166650	166712	1032	932750	932755	172625,	385827,	
595	275251	275369	723	221207	221312	1036	157222		385856,		
596	440734	440738	727	657712	657719	1036	659918	659932	48	176672, 708.	
597	895819	895838	728	900918	900929	1037	23871	23955	52	96354, 96548, 98215,	
598	664681	664686	729	622595	622605	1047	697830	697858	98824,	98839,	
599	932504	932522	731	934902	934920	1054	37475	37481	351652-654,	720,	
601	546565	546566	734	82860		1057	234451		352196.		
601	931634	931651	734	135889	136016	1057	482642	482650	58	14256, 149280, 322,	
602	20813	20821	735	663377	663381	1072	858935	858939	342294,	455, 460,	
602	934594	934613	757	945922	945936	1086	21170	21197	496,	539, 731, 747.	
607	78266	78275	762	171601		1087	19670	19671	BLANK		
613	212101	212195	762	647296	647315	1091	941754	941770	PREVIOUSLY LISTED		
613	43771	43810	763	250058	250058	1095	207452		VOID-NOT VOID		
613	192888	192840	763	635667	635678	1095	531965	531986	1144	81421.	

MISSING

40	172696-730
47	45277-45279
116	27232
128	147765
205	246160-162
304	249176, 179-180, 191
343	949516-517
354	193365-369
416	91440
554	898225
577	910354
597	895830-832
617	795289-290
719	232009-071
794	934700-704
854	721810

VOID

1	288037, 133
2	144816
3	A, J, 3372, 3384, 3561, 3582, 3750, 3771, 3836, 3913, 4018, 4126, 4201, 3-O-A, 3481, 3549, 3577 3697
3	A, 4, H, 525
3	X, G, 28837, 28850, 28863, 28872, 28905, 28910, 28916, 28941, 28965, 29059, 29083, 29084, 29144, 29215, 29244, 29344, 29375, 29377, 29381, 29547, 29595, 29712, 29817, 29966, 30203, 30423, 30473, 30479
8	82568, 588, 590-591, 596, 633
9	103692-693
11	187613, 623
16	28708
17	220846
20	920147
25	144332, 362, 365, 367-370, 452, 455, 566, 690, 196561
24	247999
28	365378, 451
40	155469, 171654, 172625, 385827, 385856
48	176672, 708
52	96354, 96548, 98215, 98824, 98839, 351652-654, 720, 352196
58	14256, 149289, 322, 342294, 455, 460, 496, 539, 731, 747

BLANK

211	883357-360
214	81421

NRA FUMBLES ECONOMIC PLANNING

(Continued from page 111)

build a planned economy, thus sabotaged. This does not mean that economic planning is going by the board in the government, however.

Governmental Agencies Involved

The following government agencies may be said to be interested in and contributing to the problem of economic planning.

The Central Statistical Board, established by Executive Order July 27, 1933.
The Public Works Administration, through its National Planning Board.
The Tennessee Valley Authority.
The General Accounting Office.
The Executive Council.

The Federal Co-ordinator of Railroads.

The Central Statistical Board comes nearer to being a planning body than any other. Its head is sometimes described as the interpreting economist for the President. It is composed of economists and statisticians from the Bureau of Mines, the Department of Agriculture, the Department of Labor, the Department of Commerce, Federal Reserve Board, the Tariff Commission, Federal Emergency Relief, Bureau of the Census, and the Department of the Treasury.

The National Executive Council is composed of the President of the United States, the Cabinet, the Director of the Budget, the Administrator of NIRA, the Federal Relief Administrator, the Federal Co-ordinator of the Railroads, the

chairman of the Reconstruction Finance Corporation, the chairman of the board of the Home Owners Loan Corporation, chairman of the board of the Tennessee Valley Authority, the Director of the Emergency Conservation Work, and certain others in allied departments.

I painfully reflect that in almost every political controversy of the last 50 years the leisured classes, the educated classes, the wealthy classes, the titled classes, have been in the wrong. The common people—the toilers, the men of uncommon sense—these have been responsible for nearly all of the social reform measures which the world accepts today.—W. E. Gladstone.

Let us be thankful for the fools. But for them the rest of us could not succeed.

—Mark Twain.

ON EVERY JOB *There's a Laugh & Two*

As usual, we wish we could push out the borders of this page so that there would be room for six or seven columns on it instead of three. Once several years ago we promised to publish—eventually—everything that came in. We now amend that statement, but, boys, we are trying to give a square deal to all and the best entertainment for the money, and if your contribution gets left out, try again, and make it shorter and funnier.

Culinary Refinements

It is said that the flesh of a fowl may be improved by keeping it without food, although allowing plenty of water, for 24 hours before killing it, so that the intestines will be free from partly digested food. But this is unfair to the fowl. A kindly Scot, living in Woodside, L. I., compromises the ethical objection by giving the bird a plentiful feed at the end of its 24-hour fast and killing it while it's happy.

He then opens the crop and gives the grain to the rest of the flock, which accept it as new, so nothing is lost. He claims that the bird's emotional condition at the time of its slaughter, further improves the flavor, but this may be a personal reaction. His wife feeds the condemned bird surreptitiously, anyway.

ARNOLD FOX,
L. U. No. 3, New York.

Out West, according to the Louisville Courier-Journal, they have started a contest to see who can sit longest on a piece of ice. This ought to be easy for some of those bank receivers who have been sitting for so long on frozen assets.

How can the Blue Eagle get anywhere when it has one foot on a live wire and the other one caught in a cog-wheel?

C. W. DENMAN,
L. U. No. 538.

"Too Much Pepper"

A revivalist was carrying on a campaign in the little village church. Caught up in the newly aroused wave of religious fervor were all the local backsliders and a number of new converts among whom was Ira Dobbins, an illiterate and rather profane wood cutter.

One night when the church was four thirds full, as one member remarked, Ira was called upon to make a prayer but all efforts to overcome Ira's bashful reluctance were futile. At last his mentor said, "If you can't pray just ask for something!" Now the winter was severe. Ira had a large family and his material needs were urgent so he acceded to the last request and bawled out in a loud voice:

"Oh, Lord! Send me a barrel of pork!" A slight pause and then a little louder. "Oh, Lord! Send me a barrel of beef!" Another pause and then a little louder still. "Oh, Lord! Send me a barrel of pepper!" Another pause and then suddenly smiting his fists together he shouted out in tones of agonized vexation—

"Oh, h—l! That's too much pepper!"
"SHAFFIE."

Form Relief

We see by the headlines
Upon the Women's Page
An article that defines

Why Mae West is all the rage.

She has lines from toe to head,
With curves not hid from sight,
She brought box offices out o' the red
And whet the thinsters' appetite.

We'd sort o' looked to Hollywood
To modify the slenderizin' fad;
Results have been extra good;
All types o' producers are glad.

Raising crops had failed to pay;
Folks reducin', none would buy;
Farmers take to town a load o' hay,
Had to barter for a sniff o' rye.

A certain type o' cigarette;
Tomato in sauer kraut juice;
Substantial food one must forget;
The object was to reduce.

West—ern vogue has changed all that,
And for the nation's good;
No longer lamb chops, less fat,
Nor weighin' calories o' food.

Outstanding honors go to Mae West,
Nor is such judgment wrong,
For girls, here's example that is best
To keep you healthy and strong.

JACK HUNTER,
L. U. No. 68.
Denver.

The Pride of the Alphabet

By ABE GLICK, L. U. No. 3, New York
(A modern dialogue)

"Substantial and widespread's my fame,"
Proudly quoth the alphabet's A;

"Interlinked with NRA's name,
CW

And its triple offspring: AA PW **A**

Essential as light to the day!"
"Aye, aye, sir," I hastened to admit,
"Thou art the hero of the day,
Though initials aren't fit to eat,
May they multiply, I hope and pray,
The meager dimensions of my pAy!"

ABE GLICK,
L. U. No. 3, New York.

Monkey Business

Doctor: "Listen, Joe, whatever I remove during your operation I will put in the window so you can see it when you come out of the anaesthetic."

A pet monkey around the hospital slipped into Joe's ward before he came to, and sat in the window. When Joe came out of the ether he looked toward the window and with agonized eyes and motherly love he said to the monkey:

"Don't make a noise, your mother's a very sick man."

F. KELLY,
L. U. No. 339.

These is the kind of sentiments we really like to see expressed, and, Bill, we're happy, too, over your good luck. May it last long.

The First Week's Pay

With my first week's pay again I feel gay
And living again feels worth while;
Again, home will feel, like something real
When I'm welcomed home with a smile,
With money to feed them; for clothes (and they need them!),
To buy things they long have missed.
Getting home in a hurry and all in a flurry
With incentive I cannot resist.
Today, unafraid, with money arrayed,
No crestfallen face they'll be seeing,
But a face really mine, with the old-time shine
That belongs to a true working being.

How can I express this sudden egress
Made just by a single week's paying?
But to him who knows, going through throes
Of depression and its power defraying.
When hunger is rife an encouraging wife
Whose life with yours is most binding
Whose true love sways toward better days
Is the best in the world to be finding.

WILLIAM T. WURM,
L. U. No. 3, New York.

A Reply to Abe Glick

On our page of fun I read
What a New York Brother said
About two bards whom he admires
Who play tunes on the lyres,
For our JOURNAL such untold joys
I, too, applaud with all the boys.
The nice verse you kindly penned
Contains the stuff I recommend
As a dose for any Brother sick;
It tastes fine and has the kick
In its undertone, full of surprise,
For all the tired and weary guys
Like me grateful for what you've done
To cure a friend named Masterson.

JOHN F. MASTERSON,
International Office.

The local council was debating the question of building a new canal bridge, in place of their ancient structure. The local builder, a member of the council, rose to support the scheme. He pointed to his chief opponent. "Our bridge is so small," he roared, "that I could throw that man half way over it."

The chairman rose angrily. "You are out of order," he said.

"Yes," returned the builder, "I admit I ain't feeling well, or I could chuck him clean over."—Tatler.

"Yes," said the sales manager at a meeting. "We receive inquiries daily about our new electrical appliances. Only today we received letters from Germany, England, Mexico, China, Ireland, and a post card from Scotland."

G. L. MONSIVE,
L. U. No. 595.



THEY SET THE SLAVE FREE, STRIK-
ING OFF HIS CHAINS * * *
THEN HE WAS AS MUCH OF A SLAVE
AS EVER.

* * *

THEY CAN ONLY SET FREE MEN FREE
AND THERE IS NO NEED OF THAT:
FREE MEN SET THEMSELVES FREE.

—JAMES OPPENHEIM.

